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ABSTRACT

This guide is designed to serve as a reference to assist providers of Job Training Partnership Act-funded programs in selecting appropriate interest, aptitude, and pre-employment and job readiness tests. Descriptions of 53 interest tests, 38 aptitude tests, and 37 pre-employment and job readiness tests are provided. Each description contains information pertaining to some or all of the following: year of publication, target population, reading level, scoring procedures, time required to use the instrument, instrument format, measurement scales, comments from technical reviews, and data concerning test validity and reliability. A list of publishers' addresses and a bibliography conclude the guide. (MN)

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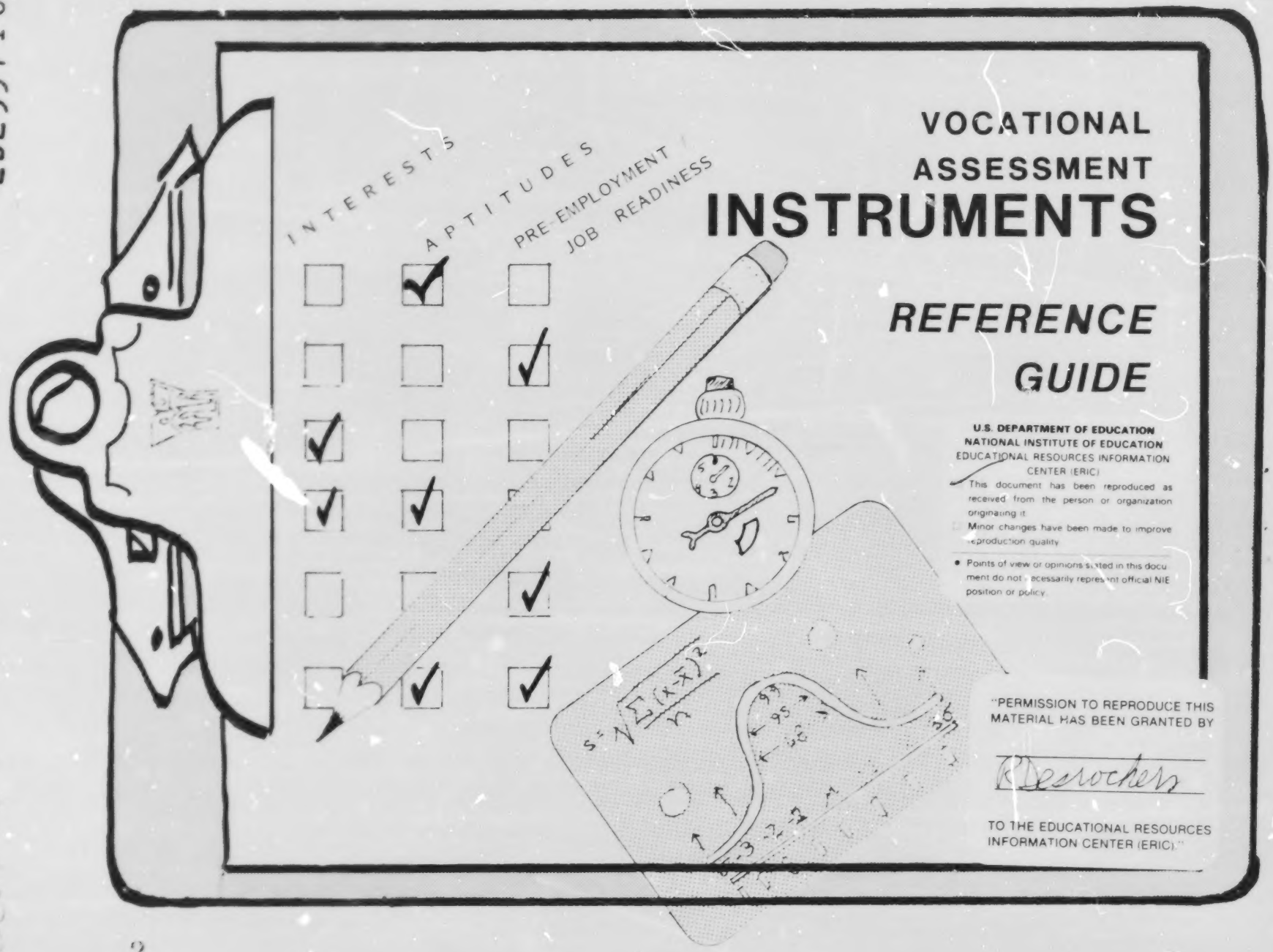

VOCATIONAL ASSESSMENT INSTRUMENTS

REFERENCE GUIDE

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VOCATIONAL ASSESSMENT INSTRUMENTS

REFERENCE GUIDE

A Review of Interest, Aptitude &
Pre-Employment/Job Readiness Tests

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This guide has been made possible through a grant from
the New York State Job Training Partnership Council.

preventing delinquency through positive youth development

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Introduction

The Division for Youth shares the opinion of our employment and training colleagues that successful Youth Employment and Training Programs prepare youth for eventual labor market entry by helping them develop the competencies needed to contend with the varied demands of the workplace. These competencies fall broadly in three areas: pre-employment/work maturity, basic education, and specific occupational skills.

Essential to the development of these competencies, is the ability to accurately measure participant strides and program performance. However, it is often difficult to find the time and/or resources to sort through the large number of available assessment instruments to make a proper choice.

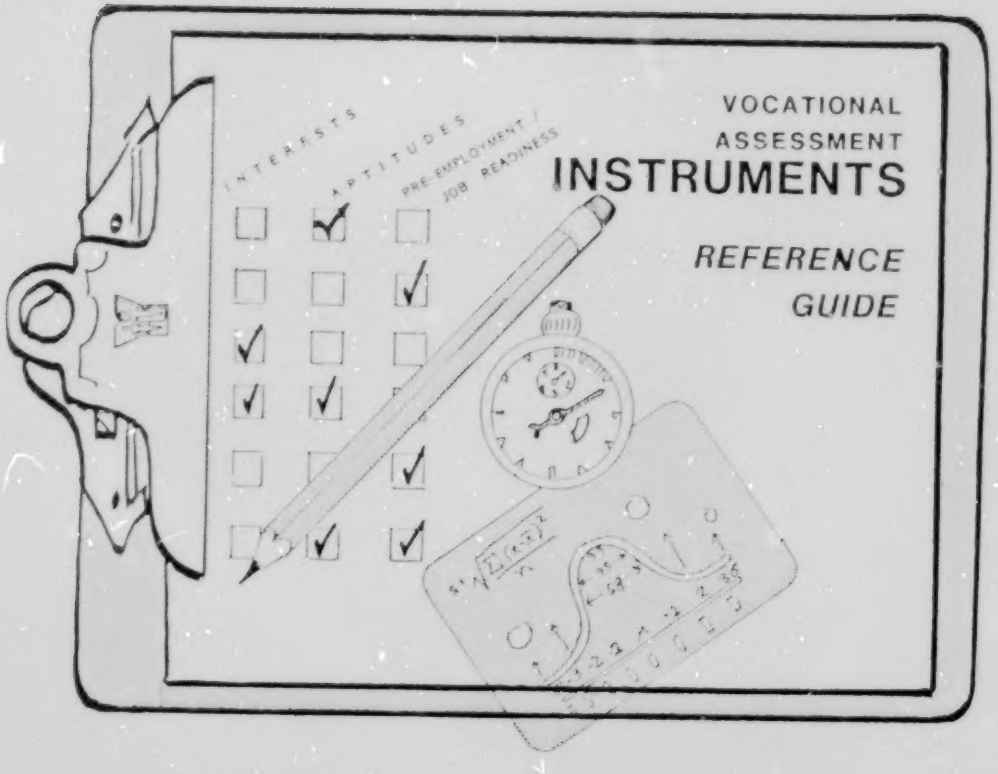
Therefore, we have helped you take the first step and have provided for your use, reference guides for interest, aptitude and pre-employment/job readiness tests. The guides provide an updated easy-to-use reference to many of the assessment instruments currently in use and should assist you in making choices during the preliminary stages of the selection process.

The material gathered for these summaries was derived from a synthesis of recent literature that had been published on testing abstracts. We have focused on variables which often affect the choice of assessment instruments. These are:

- Year of Publication
- Target Population
- Reading Level
- Scoring
- Time Required to Use Instrument
- Instrument Format
- Measurement Scales
- Comments from Technical Reviews
- Validity and Reliability of Instrument (Only provided when information was available. For further information, contact Publisher on attached list.)

We recognize that these factors are not exhaustive and suggest that other variables such as budgetary restraints, skill level of program personnel, and space and equipment considerations be researched before a final decision is made.

We hope you find this information helpful and invite you to contact us if you have any questions related to this material.



A. INTEREST TESTS

ACT CAREER PLANNING PROGRAM

American College Testing Program (1982)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 8-12	8th-9th Grade	Computer or hand	150-160 Minutes (Both Parts)

INSTRUMENT FORMAT

Booklet 1 includes various inventories of experiences, career plans and interests for career exploration. Booklet 2 includes ability scales. Booklet 1 includes 184 items using multiple choice, rating scales and fill-in-the-blanks.

MEASUREMENT SCALES

There are eight interest scores (business contact, business detail, trades, technology, science, health, creative arts, social service); six ability scores, background questions, and six experience scores. National norms are available for all measures.

Short form entitled "Vocational Interests, Experience, and Skill Assessment" (VIESA) is also available from the publisher.

COMMENTS

- Test-retest reliability and validity appear supportive.
- Professional reviewers see this test as being as good as any instrument which combines interests with abilities.

ARMED FORCES-CIVILIAN INTEREST SURVEY (ASCIS)

CFKR Career Materials, Inc.

TARGET POPULATION	READING LEVEL	SCORING	TIME
High school students - adults	N/A	Self administered and scored	Varies

INSTRUMENT FORMAT

This is a six-page multiple item paper-pencil or computer-administered inventory used to assess interest in technological fields.

MEASUREMENT SCALES

Appropriate occupational choices are identified and linked to training opportunities in either a military or civilian career. A career profile is developed for use in military or civilian vocational counseling.

COMMENTS

Suitable for group use.

CALIFORNIA OCCUPATIONAL PREFERENCE SYSTEM (COPS SYSTEM)

Edits/Educational and Industrial Testing Service (1976)

TARGET POPULATION	READING LEVEL	SCORING	TIME
High school and college students	12th Grade (4th grade for COPS II and 6th grade for COPS-P)	Computer or hand	30-40 minutes

INSTRUMENT FORMAT

The examinee rates 168 job activity items from a wide variety of occupations on a four choice scale ranging from "like very much" to "dislike very much". A shorter, lower reading level and self-scoring version is available called Form R.

MEASUREMENT SCALES

There are fourteen occupational cluster scores: Consumer economics, outdoor, clerical, communication and two scores (skilled, professional) each for science, technology, business, arts, service. A list of related occupations accompanies each scale. National norming is provided for Grades 7-12. Test format is keyed to the Dictionary of Occupational Titles and the Occupational Outlook Handbook.

COMMENTS

- Concerns on validity evidence, therefore tests should be used with caution.
- Spanish test is available.

CAREER ASSESSMENT INVENTORY (CAI)

NCS Interpretive Scoring Systems (1984)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 8 and over	10th to 11th Grade	Computer	30 minutes

INSTRUMENT FORMAT

The examinee rates 305 job activity and school subject items on a five choice scale ranging from "like very much" to "dislike very much".

MEASUREMENT SCALES

There are 119 scores: 6 theme (realistic, investigative, artistic, social, enterprising, conventional), 22 basic interests (e.g., electronics, nature, etc.); and 91 occupational (pipe fitter, farmer). Norms are provided for workers in occupations needing less than a four year college education.

COMMENTS

- Test-retest reliability and both construct and concurrent validity are seen as supportive. No predictive validity included.
- Viewed by professional reviewers as an excellent tool to use with an indecisive youth who has ruled out college.

CAREER ASSESSMENT SURVEY EXPLORATION (CASE)

American Assessment Corporation (1980)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-12, especially educationally disadvantaged	Non-reading	Hand or self	20-25 minutes

INSTRUMENT FORMAT

The examinee rates 156 pictured occupations with a corresponding cassette tape which includes work setting sounds on a scale that includes "like", "dislike", and "don't know".

MEASUREMENT SCALES

Scores in 13 areas that correspond with those that are presented in the Occupational Outlook Handbook.

COMMENTS

CAREER DEVELOPMENT INVENTORY (CDI)

Consulting Psychologists Press, Inc. (1981)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9 and 10 and out of school youth and adults	6th grade for Kuder Survey	Self or computer	60-75 minutes

INSTRUMENT FORMAT

This test is composed of two sections: the Personal Data Form which consists of questions, self-estimates, and preferences, and the Kuder Career Interest Survey.

MEASUREMENT SCALES

Results are provided in two sections: Part 1 - 17 scores - an occupational consideration rating (low, moderate, high) in 6 occupational groups (technical, scientific, artistic, social, persuasive, computational). Part 2 - Kuder Career Interest Survey (identical with Kuder Occupational Interest Survey).

COMMENTS

- Test-retest reliability is high although data used is questionable.
- Concurrent validity seen as supportive. No predictive validity. Professional reviewers view as "showing promise" but not necessarily convincing for use now.

CAREER EXPLORATION SERIES (CES)

CFKR Career Materials, Inc.

TARGET POPULATION	READING LEVEL	SCORING	TIME
High school students - adults	N/A	Self scored, paper-pencil or computer	Varies

INSTRUMENT FORMAT

This test consists of six multiple item paper-pencil or computer administered inventories matching job interests with job characteristics.

MEASUREMENT SCALES

Scores are available in the following areas: agriculture, business, consumer, design-arts, industrial, and science-health. These are then matched to 300-500 related job titles in each field including job description and outlook information along with exploratory activities.

COMMENTS

Includes micro-computer programs for a variety of hardware.

CAREER GUIDANCE INVENTORY

Education Guidance

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 7-13 students interested in trades, services and technologies	N/A	Self	Less than one hour

INSTRUMENT FORMAT

The examinee rates 250 pairs of statements which describe activities of persons employed in the trades, services, and technologies.

MEASUREMENT SCALES

There are twenty-five scores: 14 engineering related (e.g., carpentry, masonry) 11 non-engineering (e.g., environmental health data processing).

COMMENTS

No validity data reported and recommended by professional reviewers to use test for research only.

COMPREHENSIVE CAREER ASSESSMENT PROGRAM (CCAP)

Learning Concepts (1974)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 8-12	N/A	Self	20-30 minutes

INSTRUMENT FORMAT

The examinee chooses from among 75 items (occupational titles) through indicating job knowledge and job interest on a seven point rating scale.

MEASUREMENT SCALES

There are two scores in each of 15 areas: agri-business, business, communication, construction, consumer, environment, art, health, recreation, manufacturing, marine science, marketing, personal service, public service, transportation. Norms are not provided.

COMMENTS

- Reliability and validity data is weak or non-existent.
- Professional reviewers have serious reservations about its use due to lack of technical documentation.

COMPREHENSIVE OCCUPATIONAL ASSESSMENT AND TRAINING SYSTEM (COATS)

PREP (1975)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-12 and adults	Non-reading, 8th grade level for written material	Computer for interest section; hand and observation for work samples	40 minutes for interest section Each work sample takes over hour

INSTRUMENT FORMAT

Includes 4 components-job matching (interests), employability attitudes, work samples, and living skills. Interest section includes a series of slides picturing occupational activities and students mark whether they like or dislike the activity. Work samples are used to assess ability.

MEASUREMENT SCALES

Students' responses on likes and dislikes are matched to selected occupations. Each component and each of the 26 work samples can be used independently.

COMMENTS

- Seen by professional reviewers as being the most comprehensive evaluation system presently available for use in educational and rehabilitation settings.
- Each component can be used separately.

CURTIS INTEREST SCALE

Psychometric Affiliates (1959)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-12 and adult	College level	Self or hand	8-15 minutes

INSTRUMENT FORMAT

The student rank orders ten activities for each of ten occupational areas.

MEASUREMENT SCALES

Rating scales are provided in eight interest areas: applied arts, business, computation, direct sales, entertainment, farming, interpersonal mechnics, production, and science.

COMMENTS

DAT-CAREER PLANNING PROGRAM (CPP)

The Psychological Corporation (1972)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 8-12	N/A		30 minutes

INSTRUMENT FORMAT

The DAT Career Planning Program consists of the Differential Aptitude Test, the Career Planning Questionnaire and the DAT Career Planning Report. The DAT CPQ contains a 92 item interest inventory based on school subjects and activities and a 100 item inventory based on occupational titles.

MEASUREMENT SCALES

Occupational titles are placed in 20 categories (derived from the DAT) and school subjects are placed into 18 categories. The inventory should help identify the top three interest fields in both domains.

COMMENTS

Professional reviewers view the interest inventory as being valuable for discussion but should not be used as a substitute for a standardized interest inventory.

DOLE VOCATIONAL SENTENCE COMPLETION BLANK

Stoelting Company

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 7-12	N/A	Hand	20 minutes

INSTRUMENT FORMAT

This instrument is a 21 item paper-pencil inventory containing test items which consist of sentence stems completed in the student's own words. It is designed to assess concerns as well as preferences concerning future vocational choices.

MEASUREMENT SCALES

Twenty-nine scores are provided, e.g., independence, relations with other people, mechanical interest, artistic interest, domestic interest, etc.

COMMENTS

Test is designed to supplement other standardized interest inventories.

EDUCATIONAL INTEREST INVENTORY (EII)

Education Guidance, Inc. (1974)

TARGET POPULATION	READING LEVEL	SCORING	TIME
High school and college	N/A	Hand	40-60 minutes

INSTRUMENT FORMAT

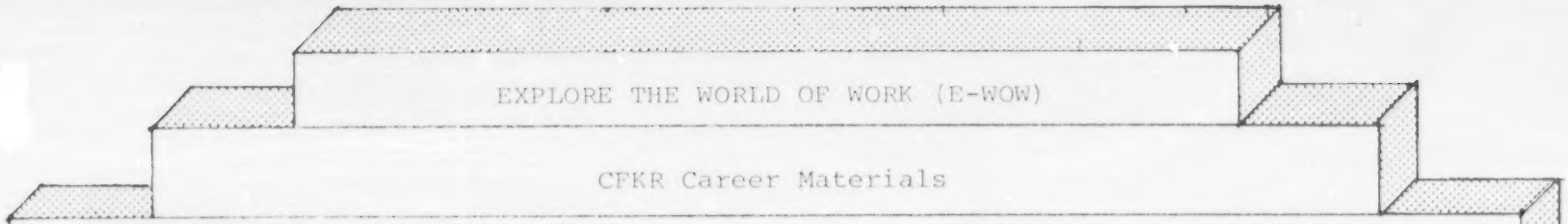
Consists of 250 forced choice items designed to measure comparative strengths of interests in 22 major areas of college study.

MEASUREMENT SCALES

Twenty-two scores (literature, music, physics, zoology, economics, business, etc.) are provided.

COMMENTS

Test has some serious flaws in its item selection, lack of validity and reliability data, and inadequate norms (for high school students in particular).



EXPLORE THE WORLD OF WORK (E-WOW)

CFKR Career Materials

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 4-6, all Special Education students, youth with a 5th grade level	5th Grade	Self administered and scored	Varies

INSTRUMENT FORMAT

The E-WOW is a 36 item paper and pencil inventory assessing students' interests through use of pictures describing job activities.

MEASUREMENT SCALES

Scores are available within six job clusters: business, industry-mechanics, art-design, education-social service, forestry-agriculture, and health science. Each job can be explored in depth using an exploration process that is tied in with junior versions of the DOT and Occupational Outlook Handbooks.

COMMENTS

Computer version available.

GEIST PICTURE INTEREST INVENTORY

Western Psychological Service (1959)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-12 and adults	Responses are pictorial, questions at the 7th grade level	Hand or computer	10-25 minutes

INSTRUMENT FORMAT

There are forty-four forced choice questions with three job activity picture choices presented with each question. The examinee selects the picture which represents their favorite activity of the three.

MEASUREMENT SCALES

Consists of twelve interest scores (persuasive clerical, mechanical music, scientific, outdoor literacy, computational, artistic, social service, dramatic, personal service) and seven motivational scores (family, prestige, financial, personality, environmental, past experience). Occupational norms are provided for Grades 8 through adult.

COMMENTS

- Concurrent validity is supportive. Predictive validity is questionable.
- Not clear whether illustrations have been updated.

GORDON OCCUPATIONAL CHECKLIST

Harcourt, Brace, Jovanovich, Inc. (1963)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Non-college bound high school students	12th Grade	Hand	20-25 minutes

INSTRUMENT FORMAT

The examinee indicates which job activity is preferred from a list of 240 activities. The examinee also reports his/her favorite job.

MEASUREMENT SCALES

Scores are provided in five occupational categories: business, outdoors, art, technology, and service. Short occupational lists are provided for each of these occupational categories, and matches to the Guide for Occupational Exploration.

COMMENTS

HACKMAN-GARTHER VOCATIONAL INTEREST INVENTORY

Psychological Service Center of Philadelphia (1968)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 6-16 and adults	7th Grade	Hand or computer	30-40 minutes

INSTRUMENT FORMAT

The examinee rates 200 job activities or occupations on a four choice scale of like versus dislike.

MEASUREMENT SCALES

Eight scores are provided: business contact, scientific technical, artistic, health and welfare, business clerical, mechanical, service and outdoors.

COMMENTS

HARRINGTON-O'SHEA CAREER DECISION MAKING SYSTEM (CDM)

American Guidance Service (1982)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 7-12, college and adults	7th Grade	Self scored and self administered or computer	N/A

INSTRUMENT FORMAT

Consists of a system used for self-analysis of interests, occupational choices, school subjects, future training needs, values clarification, and abilities. It is a multiple item paper and pencil examination in which the examinee narrows their occupational choices.

MEASUREMENT SCALES

Six scores (arts, business, clerical, crafts, scientific, social) which are used to identify three occupational areas from among 18 career clusters (e.g., data analysis, entertainment, medical, personal service, etc.). Also includes questions in five areas (abilities, plans, values, preferences, school preference). Occupational outlook and training requirements are provided as well as a tie in to the Dictionary of Occupational Titles.

COMMENTS

- Reliability and construct/concurrent validity seen as supportive.
- Difficulty in self-scoring for those with limited reading ability.
- Available in Spanish.

HIGH SCHOOL CAREER-COURSE PLANNER

CFKR Career Materials, Inc.

TARGET POPULATION	READING LEVEL	SCORING	TIME
High school students	N/A	Hand	Varies

INSTRUMENT FORMAT

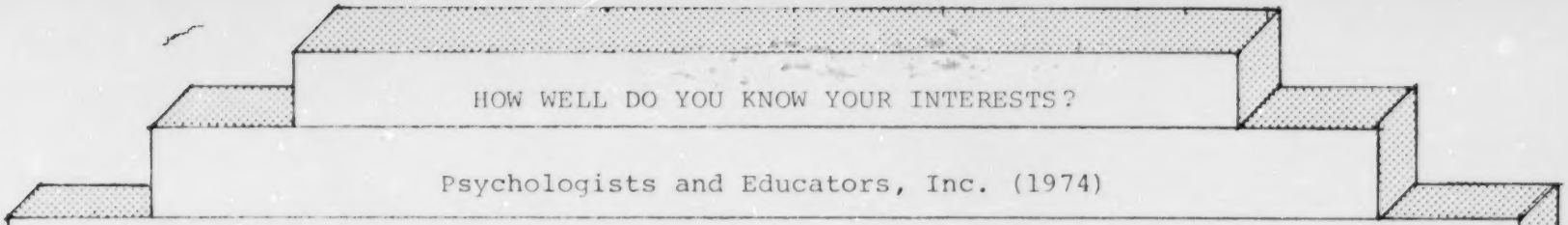
The Planner is a six item paper-pencil test measuring interests in six occupational areas rated on a three point scale from high to low interest.

MEASUREMENT SCALES

A profile of the occupational areas (working with tools, working with people, creating new things, solving problems, and doing physical work) is compared with similar profiles obtained from sixteen occupational clusters. Exploratory information such as suggested high school courses are included to assist the individual in making a high school career course plan.

COMMENTS

Computer version is available.



HOW WELL DO YOU KNOW YOUR INTERESTS?

Psychologists and Educators, Inc. (1974)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-12 and adults	7th Grade	Hand	15-20 minutes

INSTRUMENT FORMAT

The examinee rates 120 activities on a six point scale ranging from "like tremendously" to "dislike tremendously". Three different editions: personnel, college, and secondary school.

MEASUREMENT SCALES

There are ten interest scores: business, mechanical, outdoors, service, research, visual art, amusement, literacy, music and general work attitudes. Scores can be compared with norms for the general population or with eight academic and vocational subgroups.

COMMENTS

INDIVIDUAL CAREER EXPLORATION

Scholastic Testing Service (1976)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 3-12	Non-reading for picture form; 8th Grade for verbal form	Self scored and self administered	120 Minutes

INSTRUMENT FORMAT

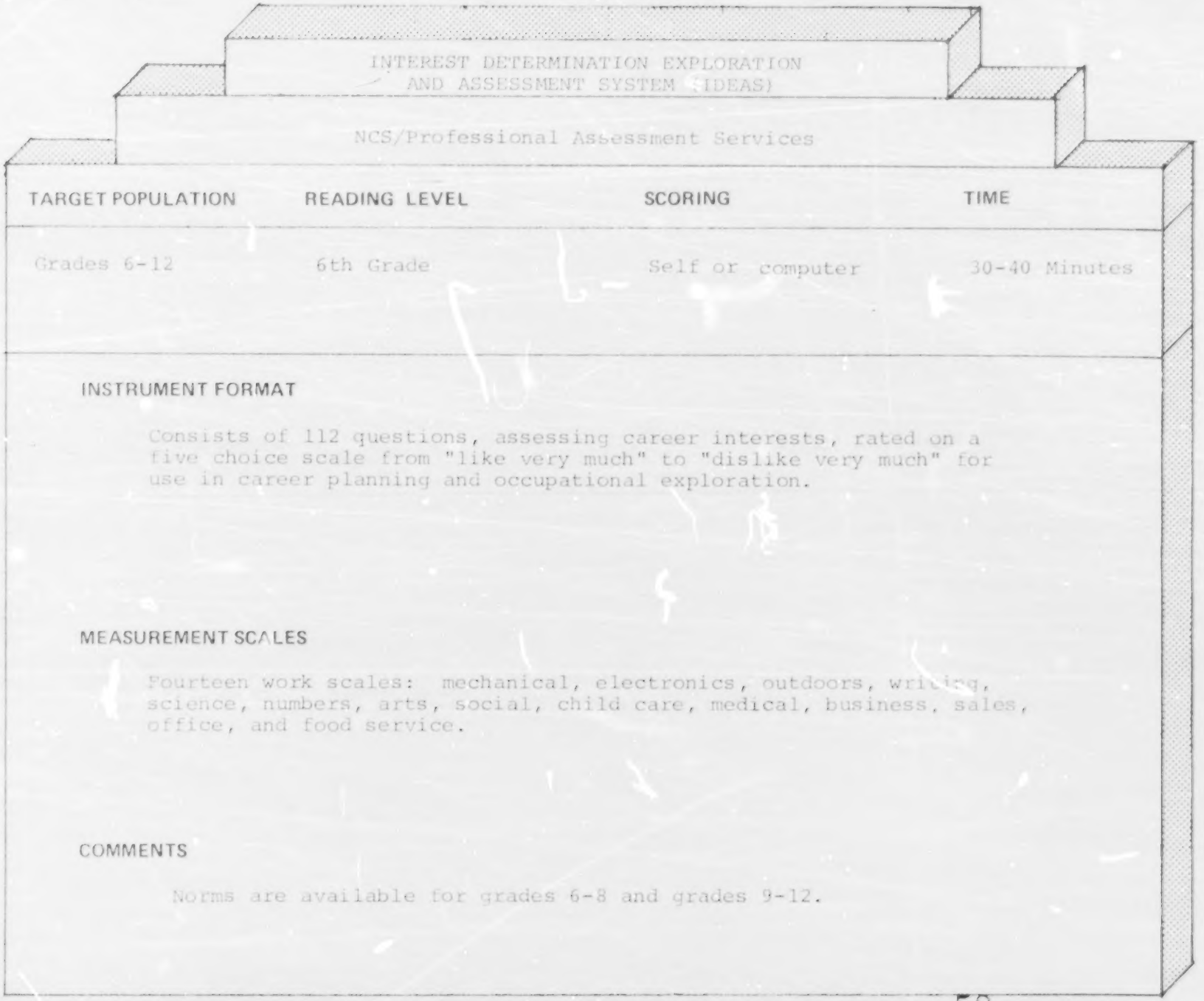
Multiple item paper and pencil inventory of interests, abilities, experiences and occupational choices in eight occupational groups: service, business contact, organization, technology, outdoors, science, general culture, arts and entertainment. Available in picture and verbal forms.

MEASUREMENT SCALES

Five scores: first choice occupational group, second choice occupational group, motivation, most important job values, second most important job values.

COMMENTS

There is no normative data, validity or reliability included in the inventory. Seen by professional reviewers as being useful for research only.


INTEREST DETERMINATION EXPLORATION
AND ASSESSMENT SYSTEM (IDEAS)
NCS/Professional Assessment Services
TARGET POPULATION
READING LEVEL
SCORING
TIME
Grades 6-12
6th Grade
Self or computer
30-40 Minutes
INSTRUMENT FORMAT
Consists of 112 questions, assessing career interests, rated on a five choice scale from "like very much" to "dislike very much" for use in career planning and occupational exploration.
MEASUREMENT SCALES
Fourteen work scales: mechanical, electronics, outdoors, writing, science, numbers, arts, social, child care, medical, business, sales, office, and food service.
COMMENTS
Norms are available for grades 6-8 and grades 9-12.

JACKSON VOCATIONAL INTEREST SURVEY

Research Psychologists Press, Inc. (1977)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-15	7th-8th grade	Hand or computer	45-60 minutes

INSTRUMENT FORMAT

The examinee chooses the most desirable activity among each of 289 pairs of forced choice items.

MEASUREMENT SCALES

Scores are provided for 34 interest scales of work roles and work styles (e.g., arts, math, skilled trades, human relations, etc.) and 32 occupational clusters.

COMMENTS

JEWISH EMPLOYMENT AND VOCATIONAL SERVICES (JEVS)

Vocational Research Institute

TARGET POPULATION	READING LEVEL	SCORING	TIME
Economically disadvantaged youth and adults	Non-reading for some sub-tests	Hand and observation	6-7 days

INSTRUMENT FORMAT

Work samples are included for 28 work activity areas to accurately record work behaviors and performance factors. Each examinee is questioned about the degree of enjoyment or interest that he/she experienced while performing the work sample.

MEASUREMENT SCALES

Twenty-eight scales consisting of comparative ratings on ten of the Worker Trait Groups found in the DOT are available.

COMMENTS

Suitable for use with groups.

JOB INTEREST AND LITERARY LEVEL EVALUATION INSTRUMENT (JILL)

University of Texas at Austin

TARGET POPULATION	READING LEVEL	SCORING	TIME
Designed for CETA clients	8th Grade unless administered verbally	Self administered and client scored	30 Minutes

INSTRUMENT FORMAT

Subjective checklist of what the client wants to do, how he/she goes about doing it, and how well the client thinks he/she can perform. Abilities and basic skills tests are included.

MEASUREMENT SCALES

Answers are provided through 51 questions related to job interest and aptitude (e.g., "what work he or she would like to do", "desired physical aspects of the job", etc.). These answers are then recorded on a checklist to be used for placement purposes.

COMMENTS

- Developed for use by CETA counselors to use in initial interview sessions for placement of enrollees.
- In process of gathering reliability/validity information. Still considered in experimental stage.

JUDGEMENT OF OCCUPATIONAL BEHAVIOR-ORIENTATION (JOB-O)

CFKR Career Materials (1978)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 7 to adult	7th Grade, some parts are 10th Grade	Self, hand or computer	5-7 minutes, 20-30 minutes for job search

INSTRUMENT FORMAT

JOB-O is a multiple item paper-pencil or computer administered test assessing nine variables related to interests, educational aspirations, and characteristics of occupations.

MEASUREMENT SCALES

Test responses for 120 job titles are provided along with information on job descriptions, job outlook, and training requirements.

COMMENTS

Computer program is available.

KUDER GENERAL INTEREST SURVEY - FORM E (KGIS)

Science Research Associates (1976 Form E)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 7-12	6th Grade	Computer or hand	45-60 minutes

INSTRUMENT FORMAT

The examinee rates 154 triads of activities in which a favorite and least liked activity is chosen.

MEASUREMENT SCALES

Eleven scores: outdoor, mechanical, computational, scientific, persuasive, artistic, literacy, musical, social science, clerical and verification. Norm groups are available for boys, grades 6-8, boys grades 9-12 and girls grades 9-12.

COMMENTS

- Test-retest reliability and content validity appears to be supportive. No predictive validity.
- Seen by professional reviewers as best suited for middle class students.

KUDER OCCUPATIONAL INTEREST SURVEY FORM DD (KOIS)

Science Research Associates (1976)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 11-16, and adults, college oriented	6th Grade	Machine or hand	30-40 minutes

INSTRUMENT FORMAT

The examinee rates 100 forced choice triads in which a favorite and least like activity is chosen.

MEASUREMENT SCALES

There are 114 occupational scores and 48 college major scores. Scores are based on how that individual's personal interests compare with those of people in various occupations and academic fields.

COMMENTS

Test-retest reliability and concurrent validity is seen as supportive. There are other inventories (e.g., Strong Occupational Interest Blank) that serve the same population but which also includes predictive validity.

KUDER PREFERENCE RECORD - VOCATIONAL FORM C (KUDER C)

Science Research Associates (1976)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-16 and adults	6th Grade	Computer or hand	N/A

INSTRUMENT FORMAT

The examinee rates triads of activities in which a favorite and least liked activity is chosen.

MEASUREMENT SCALES

Eleven scores: outdoor, mechanical, computational, scientific, persuasive, artistic, literacy, musical, social services, clerical, verification.

COMMENTS

Due to lack of updating of technical information, it appears that this form of the Kuder has become abandoned by its publishers in favor of the Kuder inventories.

MILWAUKEE ACADEMIC INTEREST INVENTORY (MAII)

Western Psychological Services (1974)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 12-14	10th Grade	Hand scored	20-30 minutes

INSTRUMENT FORMAT

The examinee rates 150 items as being true, false or unclear. Responses compare the student's academic interests with those of typical students in specified fields.

MEASUREMENT SCALES

Eight scores: physical science, healing occupations, behavioral science, economics, humanities, elementary education, commercial vs. vocational interest, and sciences vs. social studies.

COMMENTS

MINNESOTA VOCATIONAL INTEREST INVENTORY (MVII)

Psychological Corporation (1965)

TARGET POPULATION	READING LEVEL	SCORING	TIME
8th - 9th Grade	8th - 9th Grade	Hand or computer	N/A

INSTRUMENT FORMAT

The examinee rates 158 forced choice triads of activities in which a favorite and least liked activity is chosen.

MEASUREMENT SCALES

There are scores for 21 occupational scales (e.g., laborer, milk wagon driver, stock clerk, painter, machinist, etc.) and 9 work area scales (e.g., mechanical, office work, sales office, outdoors, etc.).

COMMENTS

- Not designed for use among women.
- Primarily for use by male students interested in skill trades.

OCCUPATIONAL APTITUDE-INTEREST MEASUREMENT (AIM)

Intran Corporation

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adolescent/ adults	N/A	Computer	Varies

INSTRUMENT FORMAT

AIM is a multiple item paper-pencil inventory combining forms B, C, and D of the General Aptitude Test Battery with an interest inventory.

MEASUREMENT SCALES

The computer printout yields standard scores and percentiles for 12 interest areas (corresponding to the Guide to Occupational Exploration) and aptitude levels (corresponding to Occupational Aptitude Patterns).

COMMENTS

A one page profile combining both areas is also available.

OHIO VOCATIONAL INTEREST SURVEY

Harcourt, Brace, Jovanovich (1981)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 7 - college and adults	6th Grade	Computer	60-90 minutes

INSTRUMENT FORMAT

The examinee rates 280 work activity items on a five choice scale of liking versus disliking the activity.

MEASUREMENT SCALES

24 scores (e.g., manual work, machine operation, clerical, agriculture, customer services, etc.). The scores are linked to the Dictionary of Occupational Titles worker trait group system.

COMMENTS

PICTORIAL INVENTORY OF CAREERS

Diversified Counseling Services (1978)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Academically disadvantaged young adults and adults	Non-reading, pictorial	Self or hand	25-35 minutes

INSTRUMENT FORMAT

The examinee rates 119 slides illustrating specific work tasks on a five choice scale ranging from "strongly likes" to "strongly dislikes". Eleven additional slides illustrating vocational situations are provided.

MEASUREMENT SCALES

Scores are provided for 11 career clusters: artistic/creative, business, health services, mechanical, numerical, office/clerical, outdoor, personal services, physical/manual, sales and technical.

COMMENTS

In print status is unclear

PICTURE INTEREST AND EXPLORATION SURVEY

Educational Achievement Corporation (1974)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 7-12	Non-reading, pictorial	Self or hand	30-35 minutes

INSTRUMENT FORMAT

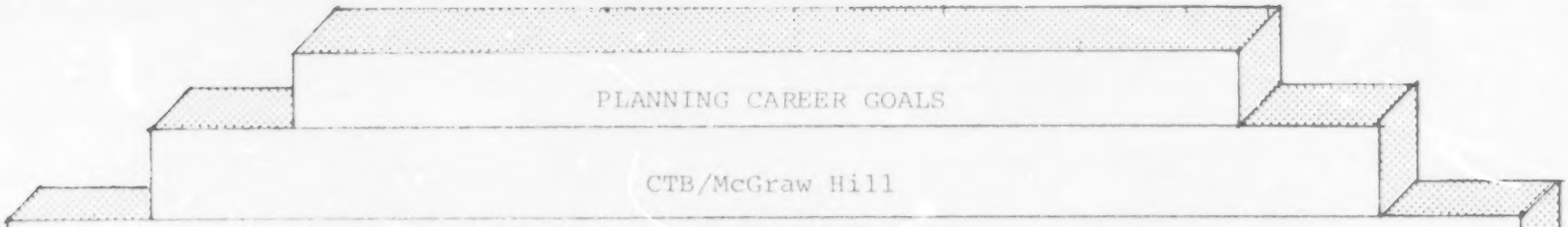
The examinee rates 160 slides on various job situations and indicates if he/she would like to do the work illustrated in the picture. A filmstrip viewer and cassette player are needed.

MEASUREMENT SCALES

Thirteen occupational cluster scores (e.g., industry, education, sales, construction, health, etc.) based on the Occupational Outlook Handbook is provided.

COMMENTS

- A full body view is excluded to control for sex identification of the pictured individuals.
- Lacks reliability and validity data.



PLANNING CAREER GOALS

CTB/McGraw Hill

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 8-12	N/A	Computer or hand	4 hours and 45 minutes

INSTRUMENT FORMAT

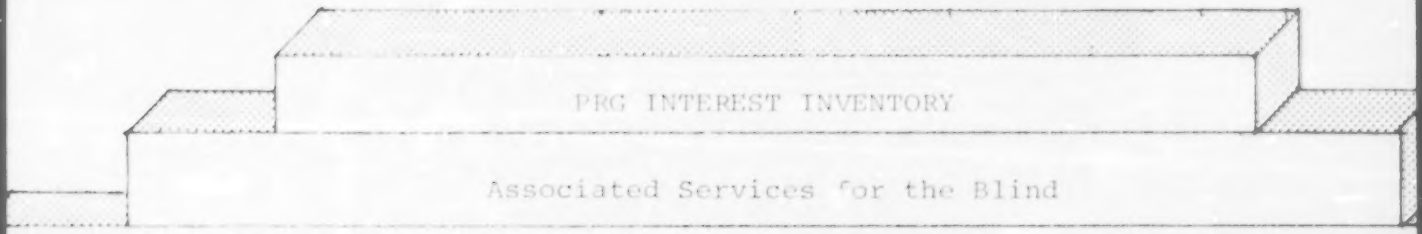
A battery of tests (ability measures, interest inventory, information measures) designed to assess self-knowledge and comparisons with people who are employed in the person's preferred career. Interest inventory consists of 300 items. Student indicates interest in each of 12 career groups by rating job titles and activities.

MEASUREMENT SCALES

Scales are provided for Information (job knowledge), Ability (reading, math, mechanical, etc.), and Interest (12 career groups). A Life and Career Plan Survey is used to determine the student's present educational and career plans.

COMMENTS

Predictive validity was established. Split half reliability coefficient is supportive.



TARGET POPULATION	READING LEVEL	SCORING	TIME
Visually handicapped individuals	N/A	Hand	Varies

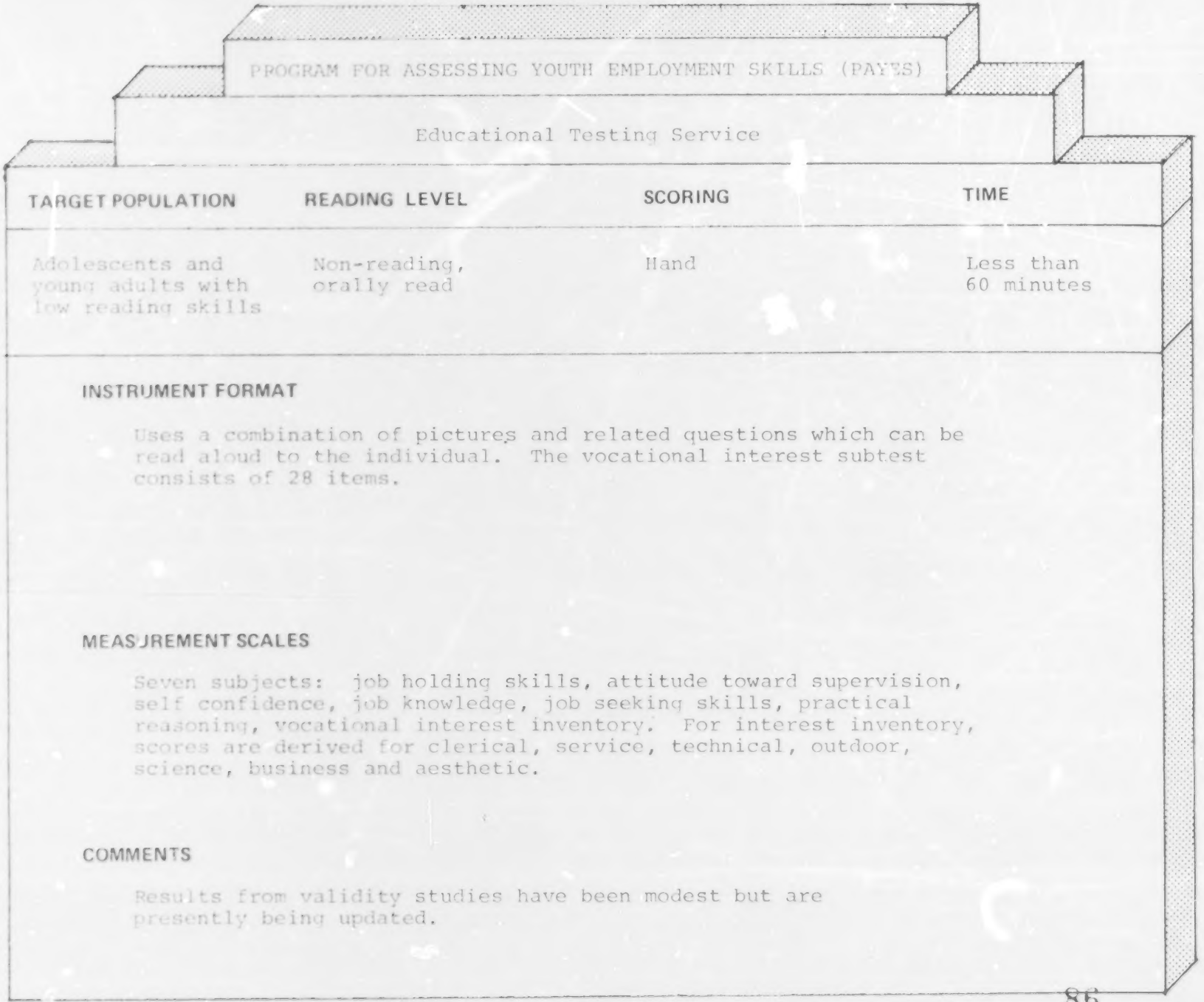
INSTRUMENT FORMAT

This is a 150 item paper-pencil assessing interests utilizing a large print format.

MEASUREMENT SCALES

Scores are available in the following ten areas: mechanical, computational, scientific, persuasive, artistic, literary, musical, social service, clerical and outdoor.

COMMENTS



PROGRAM FOR ASSESSING YOUTH EMPLOYMENT SKILLS (PAYES)

Educational Testing Service

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adolescents and young adults with low reading skills	Non-reading, orally read	Hand	Less than 60 minutes

INSTRUMENT FORMAT

Uses a combination of pictures and related questions which can be read aloud to the individual. The vocational interest subtest consists of 28 items.

MEASUREMENT SCALES

Seven subjects: job holding skills, attitude toward supervision, self confidence, job knowledge, job seeking skills, practical reasoning, vocational interest inventory. For interest inventory, scores are derived for clerical, service, technical, outdoor, science, business and aesthetic.

COMMENTS

Results from validity studies have been modest but are presently being updated.

READING FREE VOCATIONAL INTEREST INVENTORY

Elbern Publications

TARGET POPULATION	READING LEVEL	SCORING	TIME
Educable Mentally Retarded at the High School Level	Non-Reading	Hand	20 Minutes or Less

INSTRUMENT FORMAT

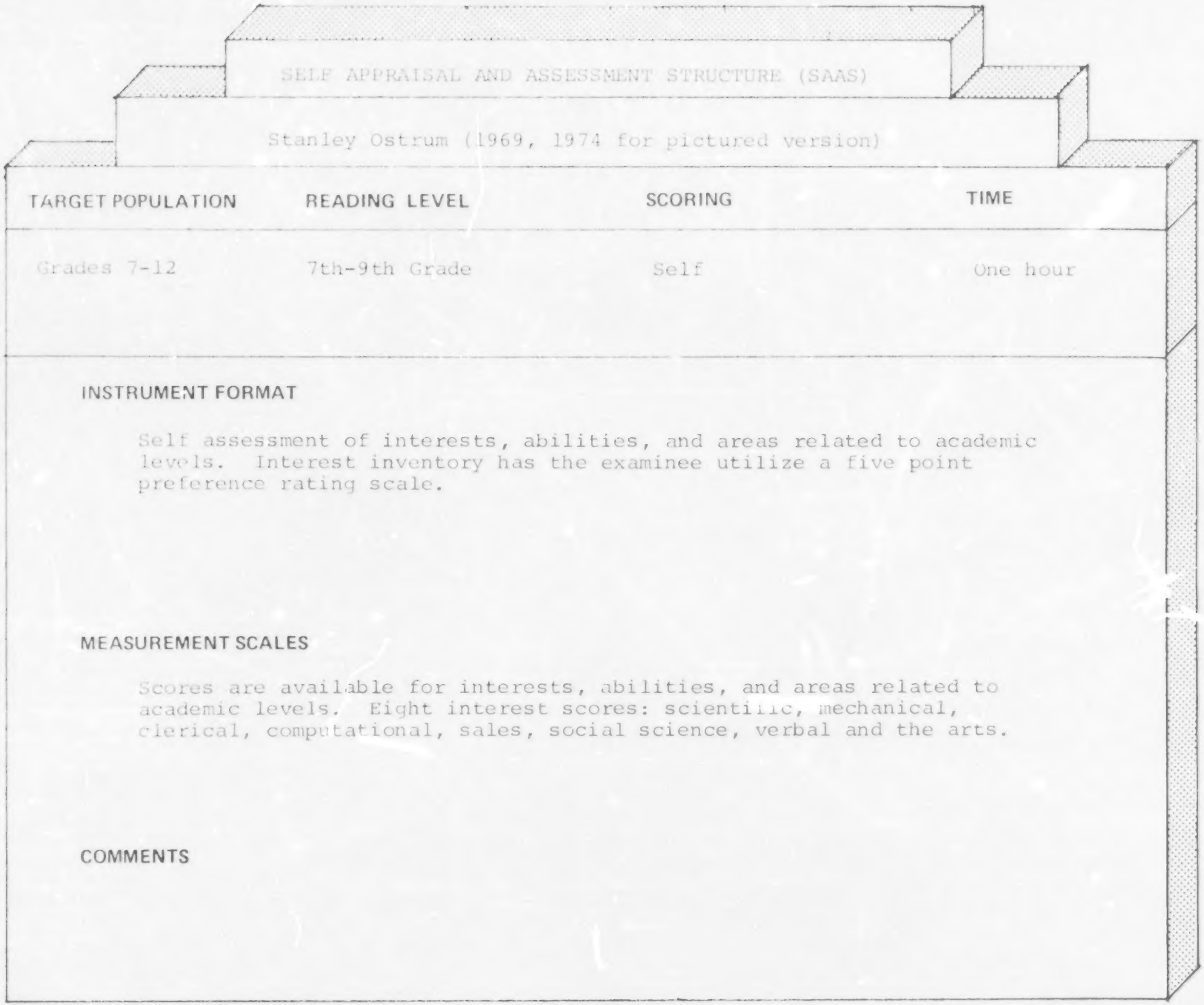
Selection occurs from among 165 pictured activities which are grouped in triads for the purpose of identifying patterns of occupational interests in mentally retarded persons at the semi-skilled level. The examinee selects the activity he/she likes best in each triad.

MEASUREMENT SCALES

Scores are obtained for 11 vocational interest clusters: (Automotive, building trades, clerical, animal care, food service, patient care, horticulture, janitorial, personal service, materials handling, laundry, service, light industrial and housekeeping scales). Norms are available for educable mentally retarded individuals.

COMMENTS

Illustrations and norms have been recently updated.



SELF APPRAISAL AND ASSESSMENT STRUCTURE (SAAS)

Stanley Ostrum (1969, 1974 for pictured version)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 7-12	7th-9th Grade	Self	One hour

INSTRUMENT FORMAT

Self assessment of interests, abilities, and areas related to academic levels. Interest inventory has the examinee utilize a five point preference rating scale.

MEASUREMENT SCALES

Scores are available for interests, abilities, and areas related to academic levels. Eight interest scores: scientific, mechanical, clerical, computational, sales, social science, verbal and the arts.

COMMENTS

SELF DIRECTED SEARCH (SDS)

Consulting Psychologists Press (1979)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-16 and adults	8th-9th Grade, except Form E which is 4th Grade	Self scored and can be self administered	40-60 minutes

INSTRUMENT FORMAT

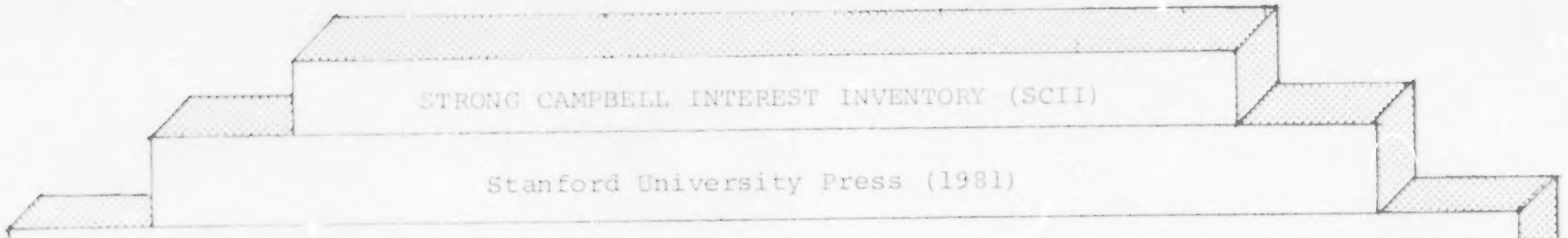
The examinee reports on a checklist activities, competencies, occupational interests, self-estimates and also includes a space for writing in "occupational daydreams".

MEASUREMENT SCALES

Six areas of the inventory (realistic, investigative, artistic, conventional, social, and enterprising) lead to a rating score for a personality type. This personality type is matched against a job finder booklet which classifies occupations by a similarly coded personality type rating. Occupations are coded to DOT classification system and training levels (SVP) for exploratory purposes.

COMMENTS

- Available in Spanish.
- "Form E" specifically designed for low level readers.



TARGET POPULATION	READING LEVEL	SCORING	TIME
Ages 16 and over	7th Grade	Computer	60 Minutes

INSTRUMENT FORMAT

Individuals respond to activity items by stating how strongly they like or dislike each item. Items include occupations, school subjects, activities, amusements, and types of people.

MEASUREMENT SCALES

193 scoring scales: 6 General Occupational Themes (realistic, investigative, conventional, realistic, artistic, and social), 23 Basic Interest Scales (e.g., agriculture, mechanical activities, military, etc.), 162 Occupational Scales (e.g., agri-business manager, air force officer, etc.), and 2 Special Scales (academic, introverted/extroverted).

COMMENTS

Available in Spanish

SYSTEM FOR ASSESSMENT AND GROUP EVALUATION (SAGE)

Pesco (1982)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-16 and adults	Primarily non-reading; exception is for language and reading assessment	Computer	4 Hours (30 Minutes for Interest Test)

INSTRUMENT FORMAT

A multi-component battery, the system includes an interest assessment using 152 activity criteria pictures. GED assessment, aptitude testing, and work readiness are all part of the system. The interest inventory can be presented in a paper and pencil or audio-visual format.

MEASUREMENT SCALES

The interest inventory is converted to the Department of Labor's 12 interest groups and 10 interest factors as defined in the DOL Guide for Occupational Exploration.

COMMENTS

A supplementary computerized job search system is also available

USES INTEREST INVENTORY

Intran Corporation

TARGET POPULATION	READING LEVEL	SCORING	TIME
High School Students and Adults	8th-9th Grade	Hand or computer	15-20 Minutes

INSTRUMENT FORMAT

The examinee rates 162 descriptions of various vocational duties and settings with a three choice response format ("like", "dislike", "don't know") for each question.

MEASUREMENT SCALES

Twelve scores, corresponding to the Guide to Occupational Exploration, the General Aptitude Test Battery, and Occupational Aptitude Patterns are provided: artistic, scientific, plants and animals, protective, mechanical, industrial, business detail, spelling, accommodating, humanitarian, influencing, and physical performing.

COMMENTS

Available only to State Employment Services or to organizations which have approval for such services.

VALPAR SYSTEMS

Valpar Company (Copyright Varies with Each Subtest)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Work Samples - Adults; Non-Reading Interest Inventory - Physically and Mentally Handicapped		Hand and observation	Depends on Test (30 Min. to 4 Hours)

INSTRUMENT FORMAT

Primarily aptitude test using work samples, but utilizes a Pre-Vocational Readiness Battery consisting of five subtests. Developmental assessment, workshop evaluation, vocational interest screening, interpersonal/social skills, and independent living skills.

MEASUREMENT SCALES

The Vocational Interest Screening presents work settings in an audio-visual format. Scores are provided to assess a person's ability to function in a vocational or independent living setting. Norm groups include those in sheltered workshops, Junior/Senior High School special needs students, institutionalized settings, etc.

COMMENTS

No data given on reliability or validity.

VOCATIONAL INTEREST AND SOPHISTICATION ASSESSMENT (VISA)

Mental Retardation Training Program (1968)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Retarded young adults	Non-reading	Hand and observation	One hour

INSTRUMENT FORMAT

The examinee is asked to provide answers to several questions related to an occupational picture. These questions concern job knowledge and level of interest in the pictured task.

MEASUREMENT SCALES

Scores for male occupational areas: grounds, food service, garage, industry, laundering, maintenance and handling materials. Scores for female occupational areas: business/clerical, food service, housekeeping, and laundry/sewing.

COMMENTS

VOCATIONAL INTEREST, EXPERIENCE, AND SKILL ASSESSMENT (VIESA)

American College Testing Program (1983)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 8-10, Grades 11 and adults (2 forms)	N/A	Self	N/A

INSTRUMENT FORMAT

This is a 129 item paper and pencil questionnaire measuring interests, work related experience and skills. The interest inventory allows the examinee to rate career interests on 25 job families spanning the world of work.

MEASUREMENT SCALES

Scores on the interest inventory are related to the 12 occupational "regions" of the American College Testing Program classification system. A "Jobs Family Chart" is provided to identify occupational options.

COMMENTS

- Internal consistency and construct validity, appear to be supportive.
- National norms are available.

VOCATIONAL INTEREST INVENTORY (VII)

Career Decision Consultants of Seattle (1977)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-12	12th Grade	Computer	20-25 Minutes

INSTRUMENT FORMAT

The examinee rates 112 forced choice pairs (56 activity pairs and 56 occupational pairs).

MEASUREMENT SCALES

There are scores in eight areas: service, business contact, organization, technology, outdoor, science, general cultural, arts and entertainment. Related occupational data is provided with the computer print-out.

COMMENTS

VOCATIONAL PREFERENCE INVENTORY (VPI)

Consulting Psychologists Press, Inc. (1975)

TARGET POPULATION	READING LEVEL	SCORING	TIME
High school, college and adults	N/A	Hand	15-30 minutes

INSTRUMENT FORMAT

The VPI is a 160 item paper and pencil test related to a person's relationships, interests, and values. The examinee indicates like or dislike occupational titles.

MEASUREMENT SCALES

Eleven scores: realistic, intellectual, social, conventional, enterprising, artistic, self-control, masculinity, status, infrequency, acquiescence. Exploration can be supplemented through using "Holland's Occupations Finder".

COMMENTS

WIDE RANGE INTEREST-OPINION TEST (WRIOT)

JASTAK, Inc. (1970)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Ages 5-adult, primarily those with difficulty in reading	Non-reading	Hand or machine	40 Minutes

INSTRUMENT FORMAT

The examinee rates 150 picture triads in which a most liked and least liked activity is chosen.

MEASUREMENT SCALES

26 scores: 18 occupational interests (e.g., art, literature, mechanics, etc.) and 8 vocational attitudes (e.g., risk, ambition, agreement, etc.). The occupational range is from unskilled labor to the highest levels of training.

COMMENTS

- Limited data on reliability and validity
- Film strip (replacing books) is available
- Supplemental Job Title Lists are provided

WORK ACTIVITIES, WORK SITUATIONS AND APTITUDE CHECKLIST

McKnight (1978)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adults	10-12th Grade	Hand	5 Minutes each (20 Minutes for entire test)

INSTRUMENT FORMAT

These are short checklists which contain 10-11 questions. The examinee, rating a five point scale, indicates the degree to which the person likes or dislikes occupational activities. An abilities checklist is included in which the person rates his/her abilities compared with those of other people.

MEASUREMENT SCALES

Scores are provided that relate directly to the US Department of Labor's Worker Trait Group System. Exploratory activities also include using other bodies published by McKnight.

COMMENTS

WORLD OF WORK INVENTORY (WWI)

NCS Interpretive Scoring Systems (1976)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 8-14 and adults	N/A	Computer	45-230 Minutes

INSTRUMENT FORMAT

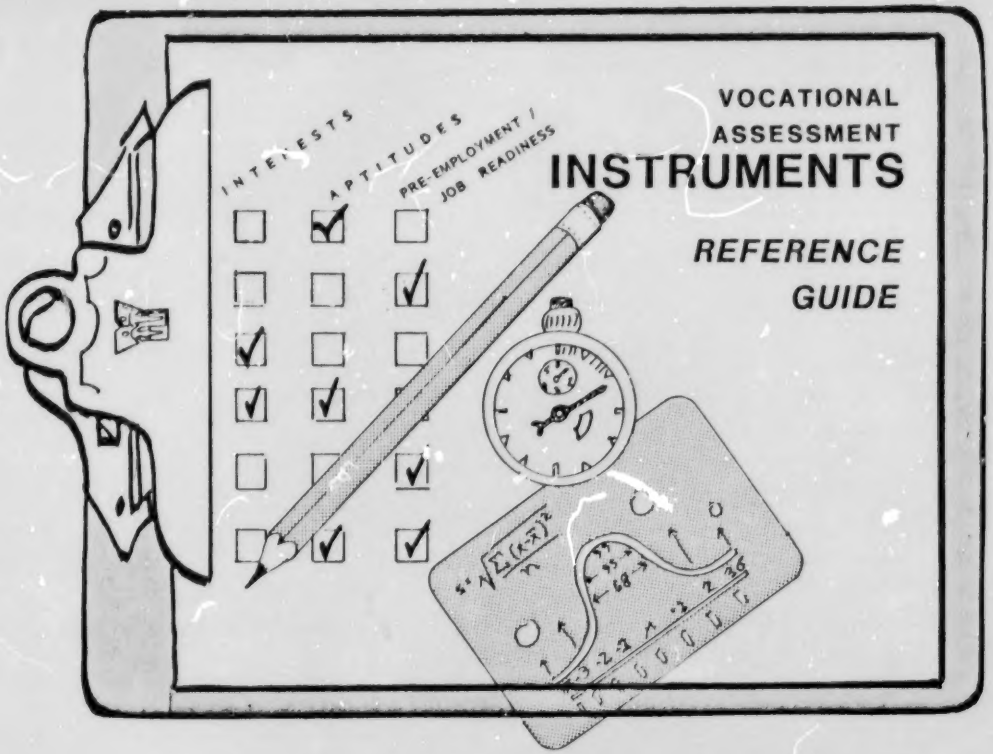
This is a 518 item paper and pencil inventory assessing achievement - aptitude areas, career interest activities, vocational training potential and job satisfaction indicators. The interest inventory contains forced choice job related activities in which the examinee responds with "like", "dislike", or "neutral".

MEASUREMENT SCALES

25 scores in 3 areas: career interest activities (e.g., public service, arts, mechanical), job satisfaction indications (versatile, gregarious, self-controlled), and vocational training potential (verbal, spatial).

COMMENTS

Available in Spanish



B. APTITUDE TESTS

APTICOM

Vocational Research Institute (1982)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-16 and adults	Non-reading tasks except for language tasks (college level)	Computer	70 minutes

INSTRUMENT FORMAT

A computer-based assessment tool consisting of a desk top unit on which the examinee attempts to perform ten dexterity and performance tasks important in vocational performance.

MEASUREMENT SCALES

Factors measured are general learning, numerical, spatial, form perception, clerical perception, motor coordination, finger dexterity, manual dexterity and eye-hand-foot coordination.

COMMENTS

- Suitable for use in groups of four.
- Interpretation corresponds to the 66 workgroups of the "Guide to Occupational Exploration".

APTITUDE TEST FOR OCCUPATIONS

PRO-ED (1951)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-13 and adults	7th to 8th grade level	Hand, self or computer	140-150 minutes

INSTRUMENT FORMAT

Six timed paper and pencil aptitude tests; personal-social, mechanical, general scales, clerical, routine computational, and scientific. Tests can also be administered separately. It is primarily used in vocational guidance and counseling to assess aptitudes and potentials related to occupation and careers.

MEASUREMENT SCALES

Occupational lists are provided for each of the six ability scales as are occupational lists for every combination of two of the six abilities.

COMMENTS

- Designed to be given in conjunction with a standardized interest inventory.
- Suitable for group use.

ARMED FORCES VOCATIONAL APTITUDE BATTERY FORM 14 (AFVAB)

Department of Defense (1984)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Civilians, primarily high school seniors who plan on entering the armed services	10th to 12th grade	Computer	165 minutes

INSTRUMENT FORMAT

This test is a paper and pencil test of aptitudes in a variety of vocational and technical fields. It is administered by armed forces recruiters at no cost. Primarily used to furnish service representatives with test score information on high school students.

MEASUREMENT SCALES

Ten subtests: numerical operations, word knowledge, arithmetic reasoning, mathematics, electronics information, mechanical comprehension, general science, paragraph comprehension, automotive and shop information and coding speed. Individual test results are delivered to school counselors and copies of the scores are given to the recruiting service.

COMMENTS

This recently revised battery (July 1984) utilizes occupational composites to predict success in training for groups of military occupations. The four composites are mechanical and crafts, business and clerical, electronics and electrical, and health, social and technology.

BALL APTITUDE BATTERY

The Ball Foundation

TARGET POPULATION	READING LEVEL	SCORING	TIME
High School Juniors - adults	N/A	Hand	3-3½ hours

INSTRUMENT FORMAT

This instrument is a standardized battery of 15 multiple item paper-pencil and work performance tests evaluating aptitude for a wide variety of occupational and industrial jobs.

MEASUREMENT SCALES

Scores are available for clerical, idea fluency, inductive reasoning, word association, writing speed, paper folding, vocabulary ideas, numerical, finger dexterity, grip, analytical reasoning, and shop assembly.

COMMENTS

Most subtests are suitable for group use.

BENNET OF MECHANICAL COMPREHENSION TEST (BMCT)

Psychological Corporation (1969)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-12 and adults	5th Grade	Computer or hand	30 minutes

INSTRUMENT FORMAT

This multiple item paper and pencil test consists of 68 pictured activities using a three tiered multiple choice response format.

MEASUREMENT SCALES

Scores are matched to several occupational categories and matched for probable success in selected mechanical training programs.

COMMENTS

- Most useful when used in conjunction with clerical aptitude and manual dexterity tests.
- Available in cassette.
- Suitable for use in groups. Also available in Spanish.

CAMELOT BEHAVIORAL CHECKLIST

Camelot Behavioral Systems (1974)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Mentally retarded young adults and adults	Non-reading	Observation and hand	20 minutes

INSTRUMENT FORMAT

This instrument has 399 criteria questions divided into ten subgroups. A person observes the client and rates on a "yes" or "no" basis if the client can perform the criteria skill.

MEASUREMENT SCALES

Ten subscales: self-help, physical development, home duties, vocational behaviors, economic behaviors, independent travel, numerical skills, communication skills, social behaviors and responsibility.

COMMENTS

- Of limited use to the severely retarded.
- Used to plan and monitor educational programs for mentally retarded persons.

CAREER ABILITY PLACEMENT SURVEY (CAPS)

Ed ITS

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-16 and adults	4th grade, work knowledge/subtest at different levels	Computer, hand or self	Total: 50-60 minutes Subtest: 5 min.

INSTRUMENT FORMAT

CAPS consists of eight, five-minute paper and pencil tests using pictorial situations or problem questions. Used primarily for career and vocational counseling purposes. The subtests measure mechanical reasoning, spatial relations, verbal reasoning, numerical ability, language usage, word knowledge, perceptual speed and accuracy and manual speed and dexterity.

MEASUREMENT SCALES

- The measured abilities are keyed to 14 occupational career clusters, e.g., science, professional, consumer economics, business skills, art skills, etc. Norms are available for 8th through 12th grade students.

COMMENTS

CAREER PLANNING PROGRAM (CPP)

American College Testing Program

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 8-12 and adults	Level I - Grade 10 Level II - Grade 12	Computer	150-160 minutes

INSTRUMENT FORMAT

This is a 436 item timed paper and pencil test designed to help evaluate and individual's career related abilities, interests, and experiences.

MEASUREMENT SCALES

Eighteen scores: 6 ability scores (numerical skills, mechanical reasoning, space relations, reading skills, language usage, clerical skills); 6 interest scores (e.g. social service, science); 6 experience scores (same as interest scale).

COMMENTS

- Interpretive information is well organized and clear.
- Useful for career exploration purposes or to suggest, not verify career possibilities.

COMPREHENSIVE OCCUPATIONAL ASSESSMENT AND TRAINING SYSTEM (COATS)

PREP (1975)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-12 and adults	Primarily non-reading, 8th grade for written materials	Observation and hand, computer for interests	Each work sample takes over an hour

INSTRUMENT FORMAT

Includes 4 components - job matching, employability attitudes, work samples and living skills. Twenty-six independent work samples are used as an evaluation of the student's abilities for certain occupations.

MEASUREMENT SCALES

Work samples provide evaluative criteria derived from an analysis of jobs to assess vocational potential prior to placement in training.

COMMENTS

- One of the more comprehensive evaluation systems presently available for use in educational and rehabilitation settings.
- Designed for client self-interpretation.

DIFFERENTIAL APTITUDE TESTS

Psychological Corporation (1982)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 8-12 and adults	6th or 7th grade; some questions require higher levels	Hand or computer	4 hours

INSTRUMENT FORMAT

As part of the Career Planning Program, the DAT is a paper and pencil test which includes questions that result in a profile of the relative strengths and weaknesses of each examinee in eight abilities.

MEASUREMENT SCALES

Nine scores: verbal reasoning, numerical ability, total abstract reasoning, clerical, mechanical reasoning, space relations, spelling, language usage and total VR and NA. Norms are available for males and females grades eight to twelve.

COMMENTS

- Total VR and NA is utilized as an index of scholastic ability and is a good predictor of course performance.
- Reliability and validity is seen as supportive.

EMPLOYEE APTITUDE SURVEY (EAS)

Psychological Services (1963)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adults	7th grade	Hand or computer	Each test is five minutes, total time is sixty minutes.

INSTRUMENT FORMAT

There are ten separate paper and pencil timed performance tests used for selection, placement and career planning. Can administer any number of the tests.

MEASUREMENT SCALES

Ten tests: verbal comprehension, numerical ability, visual pursuit, visual speed, space visualization, numerical reasoning, verbal reasoning, word fluency, manual speed, symbolic reasoning. Norms are available for fifty occupational and educational groups.

COMMENTS

- Suitable for group use.
- Available in several different languages.

GUILFORD ZIMMERMAN APTITUDE SURVEY (GZAS)

Sheridan Psychological Services (1956)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-16 and adults	High school - adults	Hand or computer	150 minutes

INSTRUMENT FORMAT

Six paper and pencil tests measuring mental abilities as an indication of success in vocational and academic pursuits.

MEASUREMENT SCALES

Seven parts: verbal comprehension, general reasoning, numerical operations, perceptual speed, spatial orientation, spatial visualization.

COMMENTS

- Highly biased in sexual orientation.
- Restricted for use by APA members only.
- Data collection used for reliability figures is questionable.

INDIVIDUAL CAREER EXPLORATION (ICE)

Scholastic Testing Services (1976)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 3-12	Picture ICE non-reading, Verbal ICE approximately 9th grade	Self administered and self scored	120 minutes

INSTRUMENT FORMAT

Multiple item paper and pencil inventory designed to help students focus on future occupations in relation to their abilities, interests, and ambitions. Two forms are available: verbal ICE for grades 8-12 and picture ICE for grades 3-7.

MEASUREMENT SCALES

There are scores for eight occupational groups: service, business contact, organization, technology, outdoor, science, general culture, and arts and entertainment.

COMMENTS

- Lacks reliability and validity evidence.
- Recommended for research only.
- Picture ICE can be used with special education classes.

JEWISH EMPLOYMENT AND VOCATIONAL SERVICES (JEVS)

Vocational Research Institute

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adults	Varies	Hand and observational	6-7 days

INSTRUMENT FORMAT

This test is designed to assess aptitude, vocational interests and work related behaviors. There are work samples for 28 timed work activities to accurately record work behaviors and performance factors. The student is questioned about the degree of enjoyment he/she experienced while doing the work sample.

MEASUREMENT SCALES

Twenty-eight scales consisting of comparative ratings on ten of the Worker Trait Groups found in the DOT. Scales include rubber stamping, sign making, belt assembling, resister reading, filing by numbers, etc.

COMMENTS

Seen by professional reviewers as being best suited when a thorough evaluation of the client's potential is desired. Used for vocational counseling with individuals for whom a paper and pencil test is inappropriate.

MCCARRON-DIAL SYSTEM

McCarron Dial Systems (1975)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Disabled individuals and individuals age 16 to adult	Non-reading	Hand, computer and observation	180-210 minutes

INSTRUMENT FORMAT

Seven subtests which assess cognitive/spatial/verbal, sensory/motor, and behavior/coping. The subtests require students to draw, identify pictures, jump, manipulative beads, etc. This system of tests includes a combination of common psychological tests (e.g. WAIS, Bender) and tests unique to this system.

MEASUREMENT SCALES

Students are rated in the seven subtests on their level of potential occupational involvement for working in the community. Use of computer scoring provides an evaluation of a student's abilities for specific occupations. Also evaluated on career expectations and probability of employment.

COMMENTS

- Best used as a preliminary assessment device for assessing general levels of functioning prior to a systematic exploration of interests and specific skills.
- Reliability and validity are supportive.

MICRO TOWER

ICD Rehabilitation and Research Center (1978)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Educable Mentally Retarded to Normal Range Adolescents and Adults	Varies from Non-Reading to Technical Reading	Hand and observation	3-5 Days; Sub-tests from 20-45 Minutes

INSTRUMENT FORMAT

A group aptitude test battery that uses work sampling techniques to measure 7 of the 9 aptitudes that are used in the Worker Trait Group of the DOT.

MEASUREMENT SCALES

There are 13 work sample scales: want ads comprehension, making change, mail sorting, blueprints reader, etc. Each work sample result is normed for various occupational groups. An observation summary sheet is used to rate the individual on style of working and interaction with others.

COMMENTS

- High reliability is reported in addition to high construct and concurrent validity.
- Use of 19 different norm groups for interpretation.

MINNESOTA PAPER FORM TEST

Psychological Corporation (1970)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-12 and Adults	Non-Reading	Hand and computer	29 Minutes

INSTRUMENT FORMAT

Each of 64 picture puzzles has several unassembled shapes. The examinee is to select the proper assembled puzzle shape from five choices.

MEASUREMENT SCALES

Performance scores are provided and used to compare the client to other students and several occupational groups (e.g., chemical workers, production workers, engineering applicants, etc.).

COMMENTS

MINNESOTA RATE OF MANIPULATION TESTS

Western Psychological Services (1969)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adult job applicants	Non-reading	Hand and observation	20-35 minutes

INSTRUMENT FORMAT

Five timed dexterity tests include a placing test, a tuning test, a displacing test, a one-hand turning and placing test, and a two-hand turning and placing test.

MEASUREMENT SCALES

The five timed dexterity tests are matched against performance norms developed in the year 1967.

COMMENTS

Unclear of types of performance norms.

MOBILE VOCATIONAL EVALUATION (MVE)

Lafayette Instrument Company, Inc.

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adolescent, Adult	N/A	Computer	4-5 hours

INSTRUMENT FORMAT

The MVE is a multiple test battery designed to assess such factors as dexterity, coordination, accuracy, timing, reasoning, leadership structure, and following directions, for the purpose of identifying specific jobs which fit an individual.

MEASUREMENT SCALES

Nineteen ability scores and 17 personal characteristics are obtained and computer analyzed to identify appropriate jobs. A computer printout yielding 100 realistic job opportunities in order of feasability is provided.

COMMENTS

Most of test is suitable for group setting.

OCCUPATIONAL APTITUDE - INTEREST MEASUREMENT

Intran Corporation

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adolescent/Adults	N/A	Computer	Varies

INSTRUMENT FORMAT

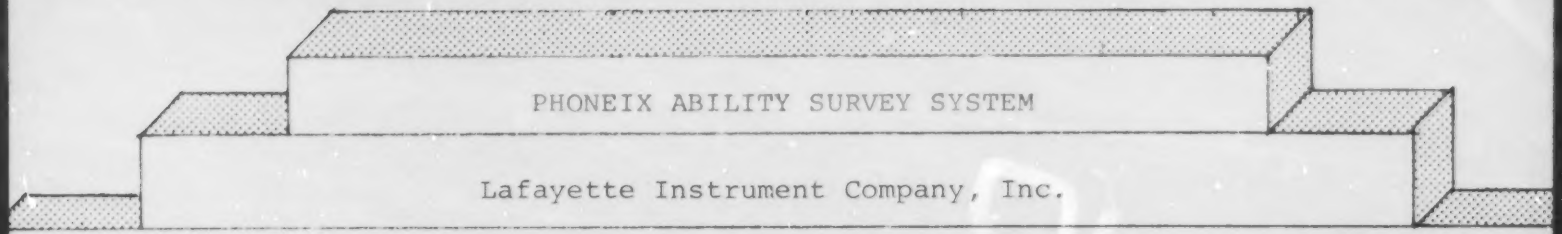
AIM is a multiple items paper - pencil inventory combining forms B, C, and D of the General Aptitude Test Battery with an interest inventory.

MEASUREMENT SCALES

The computer print-out yields standard scores and percentiles for 12 interest areas (corresponding to the Guide to Occupational Exploration) and aptitude levels (corresponding to Occupational Aptitude Patterns).

COMMENTS

A one page profile combining both areas is also available.



TARGET POPULATION	READING LEVEL	SCORING	TIME
Young adults and adults including mentally & physically handicapped	Non-reading, some subjects require reading and writing	Computer	5-6 hours

INSTRUMENT FORMAT

The instrument is made up of 26 separate tests which measure 30 ability factors and 21 personal characteristics related to vocational aptitudes and interests. A computer printout presents the results in relation to DOT occupations. The tests themselves are activity oriented and use a wide variety of equipment.

MEASUREMENT SCALES

Thirty abilities (e.g. numerical, lifting, precision, speed, hand-tool dexterity) are linked up by computer to the DOT to reveal an ability score profile sheet. The profile includes job descriptions and requirements arranged in order of feasability attainment.

COMMENTS

Can be used as a supplement to work sampling systems such as Valpar, Singer, etc.

PRE-VOCATIONAL ASSESSMENT
AND CURRICULUM GUIDE

Exceptional Education (1978)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Mentally or Physically Handicapped Young Adults and Adults	Non-Reading	Hand and observation	10-20 Minutes

INSTRUMENT FORMAT

The observer rates the evaluatee on 84 questions in nine categories.

MEASUREMENT SCALES

Scores on nine categories (attendance, independence, production, learning, communication, social skills, grooming, and toileting skills) are used to determine expected workshop performance to predict success in a workshop setting.

COMMENTS

PURDUE PEGBOARD

Science Research Associates (1968)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adults	Non-Reading	Hand and observation	20-25 Minutes

INSTRUMENT FORMAT

This is a multiple-operation manual test of gross and fine motor movements of hands, fingers, and arms. Materials consist of a small pegboard with holes and storage wells holding pegs, washers and collows. The student manipulates pieces on the pegboard in a series of short times tests.

MEASUREMENT SCALES

Results are provided for eye-hand coordination and finger dexterity and used to compare the evaluatee with industrial applicants and college students. Norm groups are available for industrial applicants and college students.

COMMENTS

SELF APPRAISAL AND ASSESSMENT STRUCTURE (SAAS)

Stanley R. Ostrom

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 7-12	7th to 9th Grade; Level Reduced with Pictured Version	Self	60 Minutes

INSTRUMENT FORMAT

SAAS is a self-administered and sccred paper and pencil test designed to start a self-awareness/exploration booklet. The activity booklets help the student organize and explore occupational interests and abilities through a workbook format.

MEASUREMENT SCALES

Scales are provided in eight areas (Scientific, Mechanical, Computational, Clerical, Scales, Social Services, Verbal and Arts). There are also scales related to academic level and interests in these eight areas.

COMMENTS

Supplementary occupational information is provided.

SHELTERED EMPLOYMENT WORK EXPERIENCE PROGRAM (SEWEP)

The Barber Center Press

TARGET POPULATION	READING LEVEL	SCORING	TIME
Mentally retarded teenagers and adults	N/A	Hand	Varies

INSTRUMENT FORMAT

SEWEP is a 546 item paper-pencil observational checklist assessing personal/social development, general vocational development, and 500 specific skills related to fifty skill areas.

MEASUREMENT SCALES

Scores are available in ten vocational competency areas: factory, carpentry, print, laundry, building maintenance, transportation aide, library aide, food service, and house keeping. Quarterly re-evaluation of attainment of vocational competency areas is undertaken.

COMMENTS

- Suitable for use in Sheltered Employment, Projects with Industry, and Work Centers.
- Not suitable for group use.

SINGER WORK SAMPLES

Singer Career Systems

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-12 and Adults	Varies: Non-Reading to Technical Reading Level	Hand and observation	90-180 Minutes for Each Work Sample

INSTRUMENT FORMAT

This is a performance test that allows the individual to experience and perform on a limited basis the actual work activities of a given occupational area. Each work sample is accompanied by the tools and directions (audio visual) for the activities to be performed.

MEASUREMENT SCALES

There are 24 work sample stations (e.g., bench assembly drafting, electrical wiring, office and sales, cosmetology, welding) representative of jobs found in the Dictionary of Occupational Titles.

COMMENTS

Supplementary audio visual career exploration systems are available.

SOCIAL PREVOCATIONAL INFORMATION BATTERY (SPIB)

CTB/McGraw Hill (1975)

TARGET POPULATION	READING LEVEL	SCORING	TIME
EMR Students in Grades 7-12	Non-Reading	Hand or computer	30-50 Minutes for Employability Subtests

INSTRUMENT FORMAT

This is a 207 item paper and pencil test, orally administered consisting of nine subtests. Responses to each item are either true-false or pictured selection. The test is designed to assess and evaluate mentally retarded students' competencies in living skills and job behavior.

MEASUREMENT SCALES

The results of each of the nine subtests are compared to scores of junior and senior high school educable mentally retarded students.

COMMENTS

STROMBERG DEXTERITY TEST

Psychological Corporation (1947)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adults and Handicapped Adults	Non-Reading	Hand	20 Minutes

INSTRUMENT FORMAT

The examinee uses one hand to move colored blocks into a three colored board under a timed situation and in a specified order.

MEASUREMENT SCALES

Scores of the third and fourth trials are added to provide a score which is used to compare to handicapped and various industrial norms.

COMMENTS

SYSTEM FOR ASSESSMENT AND GROUP EVALUATION (SAGE)

PESCO (1982)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-16 and Adults	Non-Reading except for Language and Reading Assessment	Computer	4 Hours

INSTRUMENT FORMAT

There are four components of the system: (1) an audio visual interest assessment using 152 activity criteria pictures; (2) assessment of GED levels; (3) apparatus assessment of the 11 General Aptitude Test Battery scales; and (4) a multi-faceted assessment of work attitude and work readiness.

MEASUREMENT SCALES

Scores for interest inventory, General Educational Development Levels, all General Aptitude Test Battery Aptitudes (e.g., Verbal, Numerical, Finger Dexterity, Color Discrimination) and Work Attitude. The system is based on the US Department of Labor's Information System. The 12 work areas are those of the Guide to Occupational Exploration. A computerized system produces the scores.

COMMENTS

A supplementary computerized job search system is also available.

SYSTEMATIC APPROACH TO VOCATIONAL EVALUATION (SAVE)

SAVE Enterprises (1975)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adult Population Including Handicapped	Varies; Depends on Work Samples	Hand and observation	2-5 Days

INSTRUMENT FORMAT

The test is primarily a performance test whereby the student is provided with work samples to assess 46 of the 66 Worker Trait Groups of the DOT. There are also screening questions to rate student for GED level, SVP levels, interest, temperament.

MEASUREMENT SCALES

The 47 work samples (based on the 66 worker trait groups in the Dictionary of Occupational Titles) are the basis for matching individuals to potential jobs. Norms are available for handicapped and the general population.

COMMENTS

Commercially available work samples can be substituted for many of its components.

TALENT ASSESSMENT PROGRAM (TAPS)

Talent Assessment, Inc. (1979)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 7-12 and Adults	Non-Reading	Hand	160 Minutes

INSTRUMENT FORMAT

This battery attempts to measure dexterity, memory, and visual/tactile discrimination and relating it to career related attributes.

MEASUREMENT SCALES

Ten scores: Sorting (size and shape); Sorting (color); Sorting (touch); handling small materials; handling large materials; using small tools; using large tools, visualization flow patterns; memory for structured detail. Performances of the individual can be compared to norms based on 12th graders, junior high school persons, mentally retarded persons, alcoholics, and handicapped persons.

COMMENTS

- The manual states that other assessment devices should be used in addition to the TAP.
- Reliability is supportive but lacks data on validity.

TRAINEE PERFORMANCE SAMPLE

IDEAL Developmental Labs (1982)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adolescent and Adult Mentally Retarded	Non-Reading	Hand	20-25 Minutes

INSTRUMENT FORMAT

This test is composed of 25 short tasks using simple manipulative work samples which correspond to typical workshop tasks.

MEASUREMENT SCALES

Scores are available for verbal receptivity, initiative skills, overall learning, prompting, and total response.

COMMENTS

USES - GENERAL APTITUDE TEST BATTERY (GATB)

U.S. Department of Labor (1982)

TARGET POPULATION	READING LEVEL	SCORING	TIME
16 Year Olds to Adults	6th Grade	Hand or machine	180 Minutes

INSTRUMENT FORMAT

This is a 12 test 434 item paper/pencil test consisting of multiple choice, dichotomous choice, and two dexterity tests.

MEASUREMENT SCALES

Nine scores: intelligence, verbal, numerical, spatial, form perception, clerical perception, motor coordination, finger dexterity, manual dexterity. These scores are matched to 60 Occupational Aptitude Patterns, covering 97% of all non-supervisory occupations.

COMMENTS

- The GATB-NATB Screening Device, consisting of the wide range scale of the Basic Occupational Inventory Test is administered to determine which test (GATB or Non-Reading GATB) should be given.
- Available in Spanish.
- Use must be authorized by the State Employment Security Agency.

USES NON-READING APTITUDE TEST BATTERY

U.S. Department of Labor (1982)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Disadvantaged Grades 9-12 and Adults	Non-Reading	Hand or machine	90 Minutes

INSTRUMENT FORMAT

This test measures vocational aptitudes of individuals with a low level of literacy skills. Fourteen tests: 10 paper and pencil (picture word matching, oral vocabulary, coin matching, matrices, tool matching, spatial, form matching, coin series, name comparison, mark making); 4 performance (pegboard turning, finger dexterity, assemble and disassemble)

MEASUREMENT SCALES

Nine scores similar to USES GATB. Occupational Aptitude Patterns result, whereby scores are compared to those of successful individuals in various occupations.

COMMENTS

- The GATB-NATB Screening Device consisting of the wide range scale of the Basic Occupational Literacy Test is administered to determine whether GATB or Non-Reading GATB should be used.
- Originally developed for use in employment and training agencies for testing the severely disadvantaged.

VALPAR COMPONENT WORK SAMPLES SYSTEM

Valpar Company
(Copyright Varies With Each Student)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adults, Full Functioning and Disabled	Varies from Non-Reading to Technical Reading Material	Hand to Observational for Abilities and Interest Assessment	30 Minutes to 4 Hours for Each Subtest

INSTRUMENT FORMAT

Valpar is a performance test which utilizes work sample program for assessment.

MEASUREMENT SCALES

Eighteen different work sample programs are provided (e.g., small tools, independent problem solving, soldering, drafting, prevocational readiness battery, etc.). Both industrial and disabled norms are available utilizing a variety of different norm group compositions.

COMMENTS

VOCATIONAL INFORMATION AND EVALUATION WORK SAMPLES (VIEWS)

Vocational Research Institute

TARGET POPULATION	READING LEVEL	SCORING	TIME
Mentally Retarded Adolescents and Adults	Non-Reading	Hand and observation	2½-3 Days

INSTRUMENT FORMAT

This is a multiple item performance test consisting of 16 work samples for assessing abilities of the mentally retarded. Work samples include Tile Sorting, Machine Feeding, Paper Collating, etc.

MEASUREMENT SCALES

The results are related to four occupational areas and six worker trait groups. Observations are made on interpersonal relations, communications, attendance, grooming, and response to supervision.

COMMENTS

Not suitable for groups.

WIDE RANGE EMPLOYMENT SAMPLE TEST (WREST)

JASTAK Associates (1973)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Educable Mentally Retarded	Non-Reading	Hand and observation	90 Minutes (7-15 Per Task)

INSTRUMENT FORMAT

There are ten sheltered employment work samples: folding, stapling, measuring, packaging, assembling, stringing, collating, posting, color matching, and pattern matching. The test is used for placement in sheltered workshops or daily activities programs.

MEASUREMENT SCALES

The norms are provided for general, sheltered workshops, and industrial populations.

COMMENTS

- Best suited in assessing new clients for assignments to suitable work projects in a sheltered workshop.
- Test/retest reliability is supportive.

WORK ACTIVITIES, WORK SITUATIONS AND APTITUDE CHECKLIST

McKnight (1978)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adult	10th-12th Grade	Hand	15-20 Minutes (5 Minutes for Each Subtest)

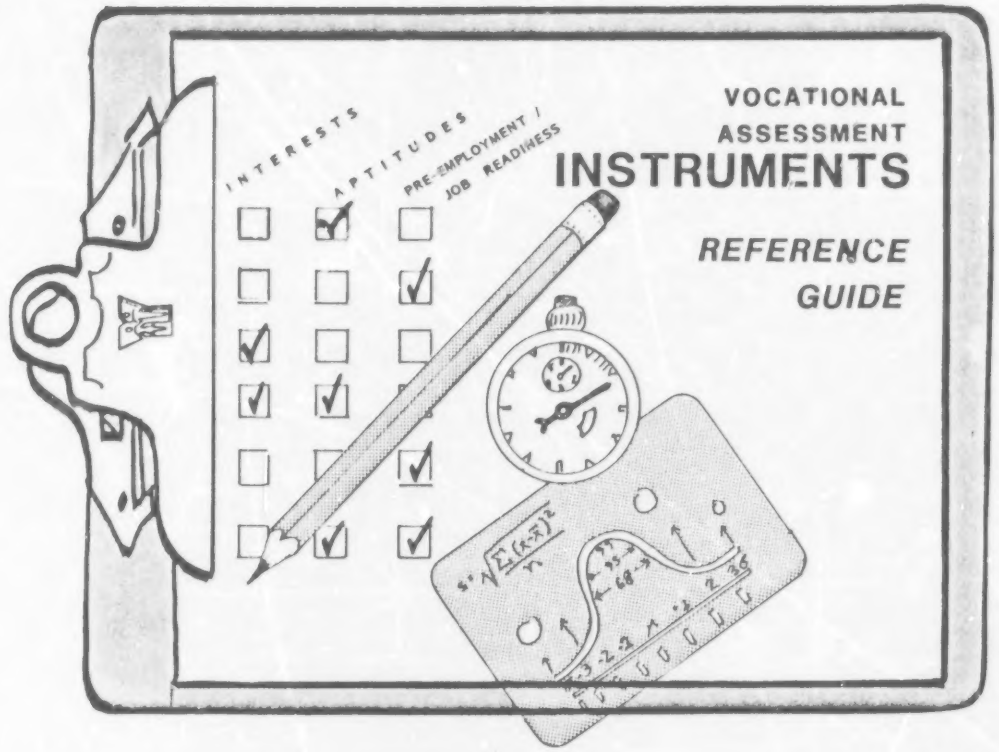
INSTRUMENT FORMAT

These are short checklists that include 10-11 questions utilizing a five point scale. The person rates their abilities as they think they compare to other people.

MEASUREMENT SCALES

The activities relate to the U.S. Department of Labor's Worker Trait Group system. The directions suggest how the individual can use these tests for further exploratory purposes.

COMMENTS



C.

PRE-EMPLOYMENT / JOB READINESS

ASSESSMENT OF CAREER DEVELOPMENT, FORM C

Houghton Mifflin Test Department (1974)

TARGET POPULATION	READING LEVEL	SCORING	TIME
8th - 11th grade	N/A	Computer	125 minutes

INSTRUMENT FORMAT

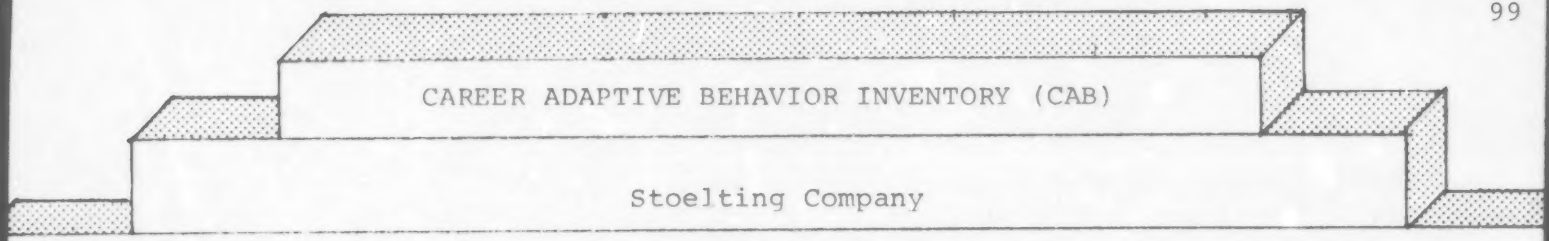
The ACD is a 283 item test designed to collect information that can assist counselors in developing appropriate career guidance programs and assess the career development of students.

MEASUREMENT SCALES

The test has separate subscores for occupational awareness (knowledge, exploratory experiences, self awareness, job values, career plans, self evaluation, perceived needs), and career decision making (career planning knowledge and experiences).

COMMENTS

"A Guide for Increasing Student Career Development" is keyed to student scores for various areas of career development.



TARGET POPULATION	READING LEVEL	SCORING	TIME
Developmentally delayed students aged 3-15	N/A	Hand	Varies

INSTRUMENT FORMAT

The CAB is a 120 item observational inventory used to assess the behavior of developmentally disabled students on a five-point scale for each behavior. It is primarily used to determine readiness for placement in pre-vocational or vocational courses.

MEASUREMENT SCALES

Used to assess twelve specific behaviors in each of ten areas: academic, communication, interest, leisure time, motor, responsibility, self-concept, self-help, socialization, and task performance.

COMMENTS

The "CAB Activity Book" provides 360 teaching ideas corresponding to the behaviors assessed.

CAREER AND OCCUPATIONAL DEVELOPMENT EXERCISES (COD)

National Assessment of Educational Progress

TARGET POPULATION	READING LEVEL	SCORING	TIME
9, 13 and 17 year olds	N/A	Hand and Computer	25 minutes

INSTRUMENT FORMAT

The COD is designed to assess youth in the areas of career and occupational development.

MEASUREMENT SCALES

Scores are available for decision making, vocational abilities, work related skills, effective work habits, and job related attitudes.

COMMENTS

CAREER AWARENESS INVENTORY (CAI)

Scholastic Testing Service, Inc. (1975)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 3-12	N/A	Hand and Computer	60-90 minutes

INSTRUMENT FORMAT

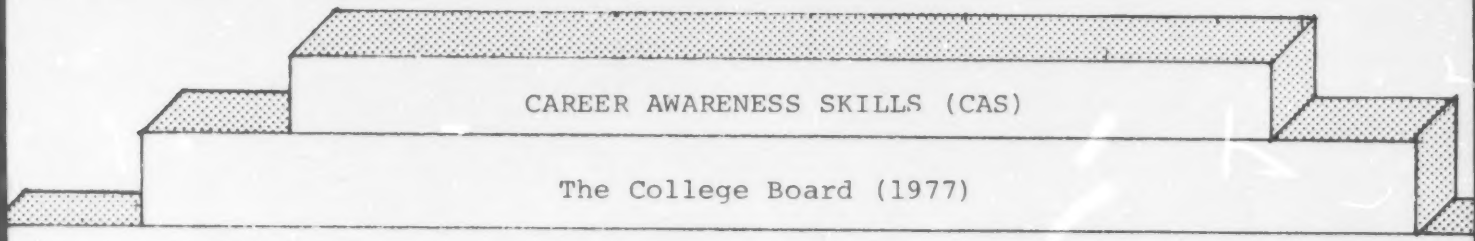
The CAI is a multiple item paper and pencil test covering seven areas of career knowledge within 12 occupational clusters.

MEASUREMENT SCALES

Subscales are designed to measure knowledge of related occupations, contact with occupations, job characteristics, functions of occupations, groupings of occupations, work locations of occupations, and self assessment of career awareness.

COMMENTS

Two forms are available: Elementary (G 3-6) and Advanced (G 7-12).



CAREER AWARENESS SKILLS (CAS)

The College Board (1977)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 10-12	N/A	Self or machine	60 minutes

INSTRUMENT FORMAT

The CAS is a 60 item multiple choice test designed to show how much a student knows about education, work and leisure information, and includes ways they can use the information.

MEASUREMENT SCALES

Scores are available for relating abilities, values and experiences to career choices; locating, evaluating, and interpreting information for career choices; knowing facts about career opportunities; and finding out about educational requirements for occupations.

COMMENTS

CAREER DECISION MAKING SKILLS (CDMS)

The College Board (1977)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 10-12	N/A	Self or machine	60 minutes

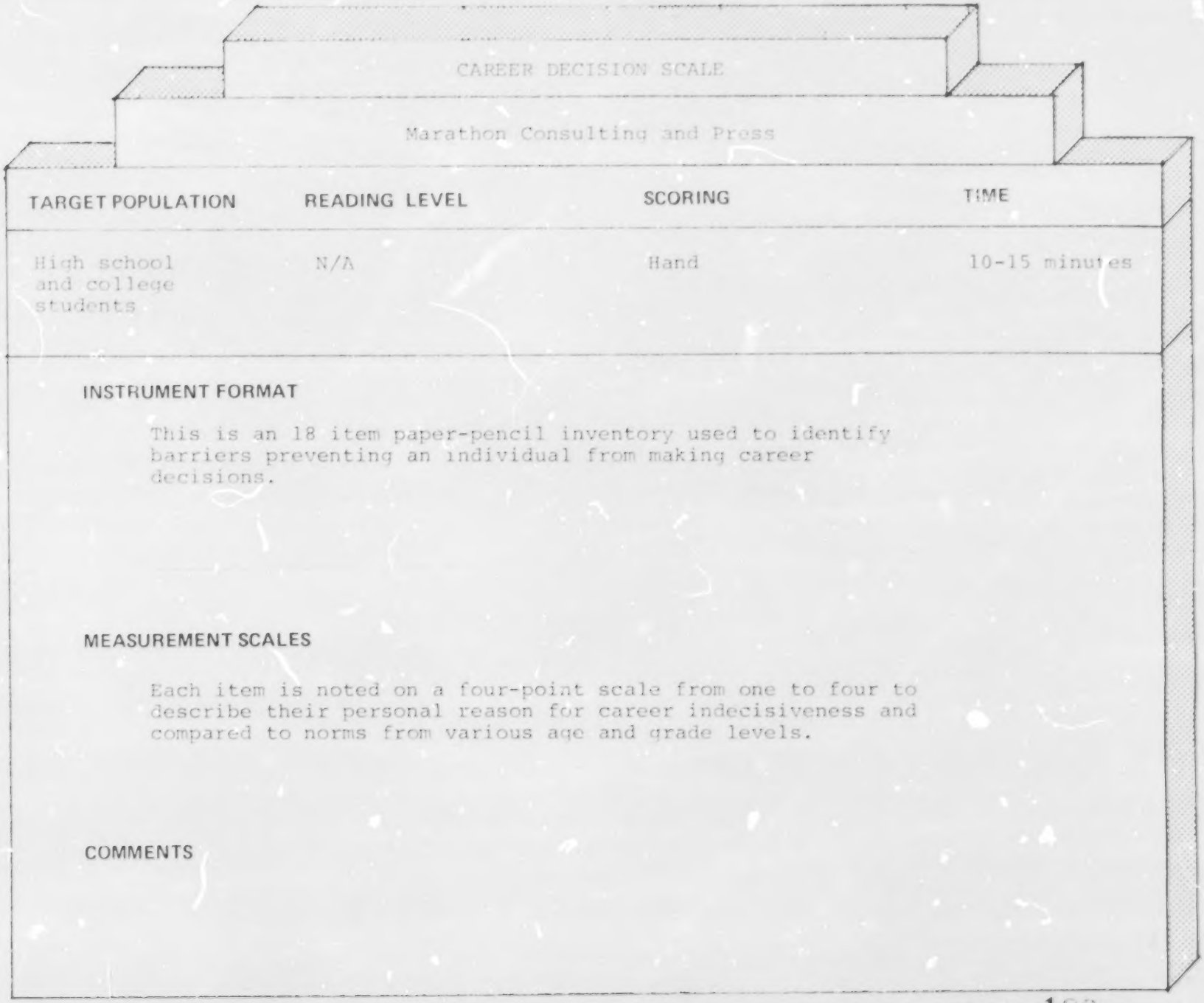
INSTRUMENT FORMAT

CDMS is a 60 item multiple choice instrument designed to reveal the skills, knowledge and techniques a student needs for informed career decision making.

MEASUREMENT SCALES

Scores are utilized to assess defining a problem; establishing an action plan; clarify values; identify alternatives; discover probable outcomes; eliminate alternatives and start action.

COMMENTS


CAREER DECISION SCALE
Marathon Consulting and Press
TARGET POPULATION
READING LEVEL
SCORING
TIME
High school and college students
N/A
Hand
10-15 minutes
INSTRUMENT FORMAT
This is an 18 item paper-pencil inventory used to identify barriers preventing an individual from making career decisions.
MEASUREMENT SCALES
Each item is noted on a four-point scale from one to four to describe their personal reason for career indecisiveness and compared to norms from various age and grade levels.
COMMENTS

CAREER DEVELOPMENT INVENTORY (CDI)

Consulting Psychologists Press (1979)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Senior High School	N/A	Computer	55-65 minutes

INSTRUMENT FORMAT

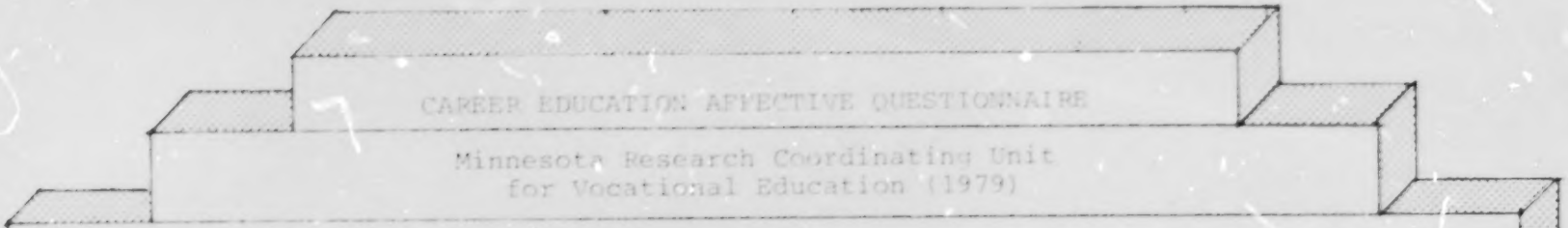
The CDI is a 120 item paper and pencil test of eight dimensions of vocational decision making.

MEASUREMENT SCALES

Scores are available for: career planning, career exploration, decision making, world of work information, knowledge of preferred occupational group, career development attitudes, career development knowledge, and career orientation total.

COMMENTS

May be administered in one or two sessions.



CAREER EDUCATION AFFECTIVE QUESTIONNAIRE

Minnesota Research Coordinating Unit
for Vocational Education (1979)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 7-9	N/A	Hand	30-45 minutes

INSTRUMENT FORMAT

This questionnaire is a 122 item test designed to assess students' feelings about a range of concepts related to the world of work.

MEASUREMENT SCALES

Scores are available for career awareness, career attitudes, personal values.

COMMENTS

CAREER EDUCATION COGNITIVE QUESTIONNAIRE

Minnesota Research Coordinating Unit for Vocational Education

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 7-9	N/A	Hand or computer	30-45 minutes

INSTRUMENT FORMAT

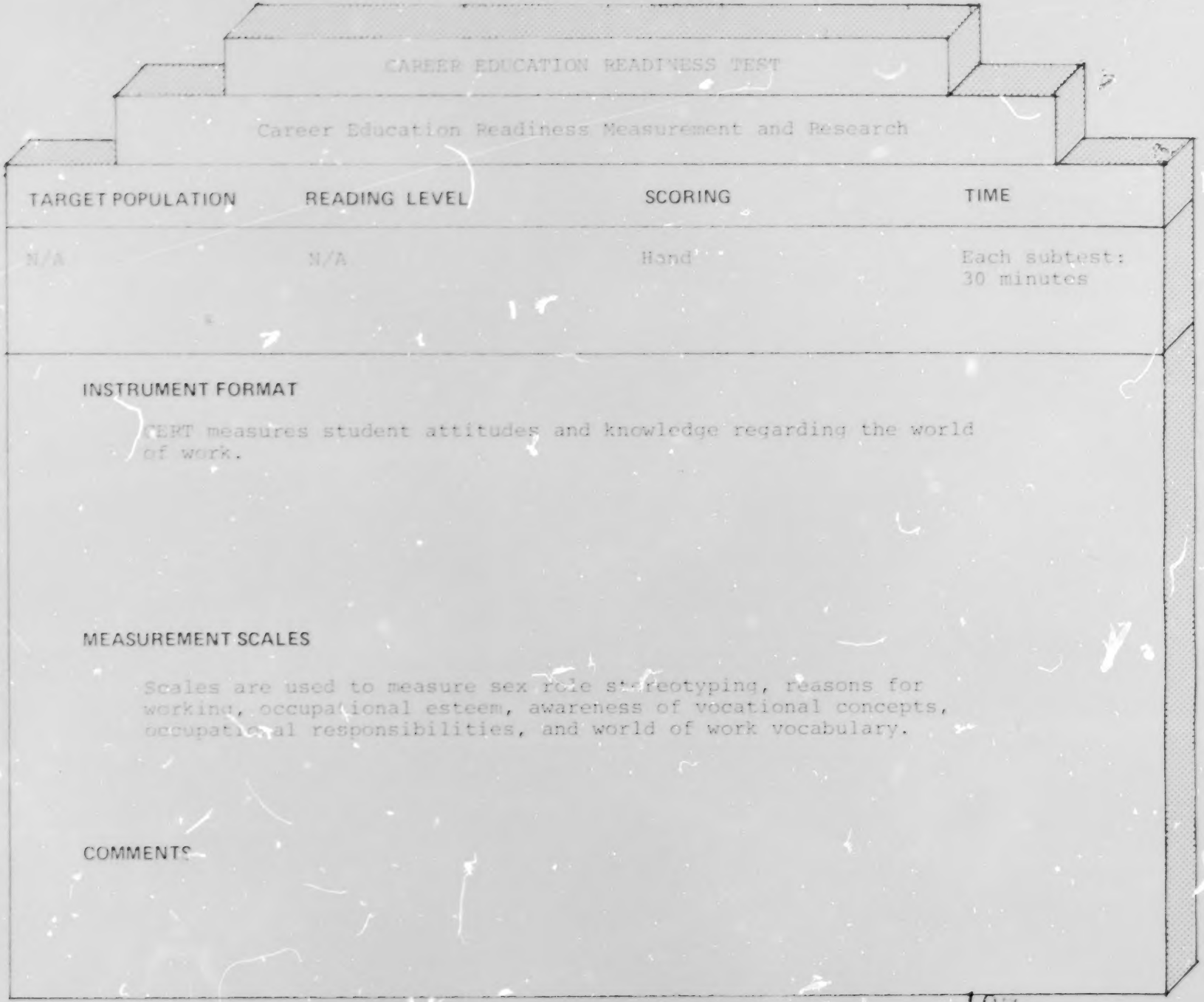
This questionnaire is a 57 item multiple choice test designed to assess the student's knowledge of career education resources.

MEASUREMENT SCALES

Scores are available to assess knowledge of industry, occupational levels, abilities, job satisfaction, working conditions, career decision process, and employment trends.

COMMENTS

There is another questionnaire developed for Grades 10-12.



CAREER EDUCATION READINESS TEST

Career Education Readiness Measurement and Research

TARGET POPULATION	READING LEVEL	SCORING	TIME
N/A	N/A	Hand	Each subtest: 30 minutes

INSTRUMENT FORMAT

CERT measures student attitudes and knowledge regarding the world of work.

MEASUREMENT SCALES

Scales are used to measure sex role stereotyping, reasons for working, occupational esteem, awareness of vocational concepts, occupational responsibilities, and world of work vocabulary.

COMMENTS

CAREER GUIDANCE ASSESSMENT, LEVEL A

Connecticut State Board of Education (1974)

TARGET POPULATION	READING LEVEL	SCORING	TIME
13 year old students	N/A	Hand	45 minutes

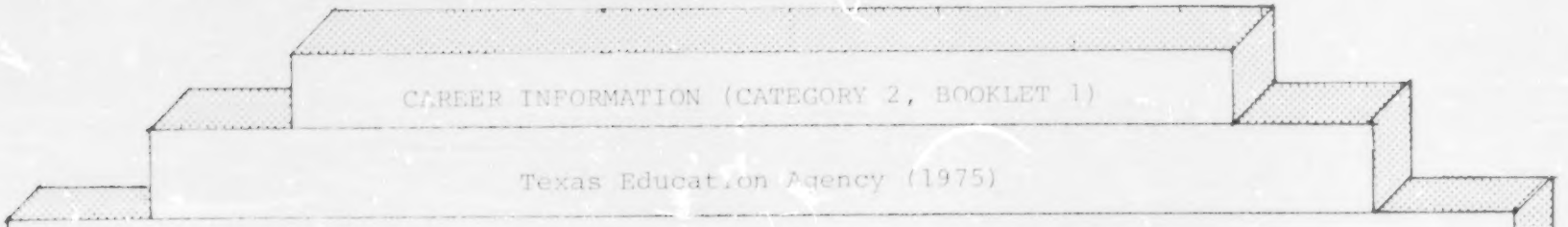
INSTRUMENT FORMAT

This is a 92 item test designed to measure career planning.

MEASUREMENT SCALES

The test is designed to assess the student's knowledge of career awareness, the world of work, and career decision making.

COMMENTS



TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 7-12	N/A	Hand	20-45 minutes

INSTRUMENT FORMAT

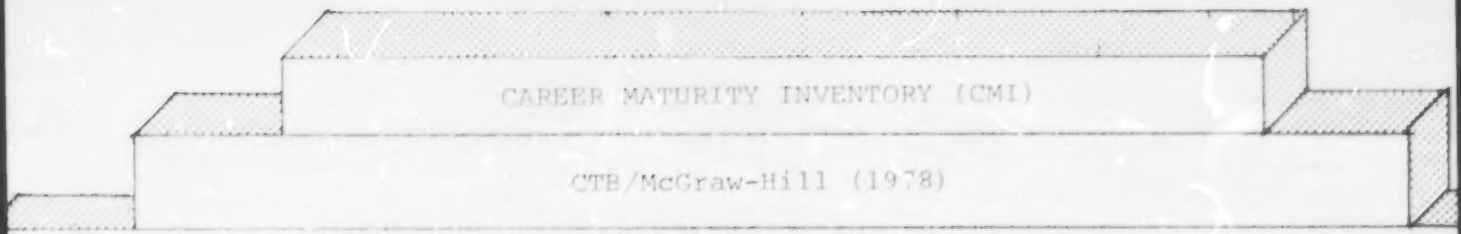
This is a 22 item multiple choice test designed to assess students' mastery of outcomes pertaining to career choice.

MEASUREMENT SCALES

Scores are available to assess knowledge of career information, occupational supply and demand, job characteristics, and individual needs and interests.

COMMENTS

One of a series of tests that are designed to measure career education outcomes in the Texas school system.



TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 6-12	N/A	Hand and computer	2½ hours

INSTRUMENT FORMAT

The CMI is a two-section paper and pencil test. The Attitude Scale (50 items) measures the student's subjective reactions and feelings toward making a career choice, and the Competence Test (100 items) measures objective knowledge important in career decision making.

MEASUREMENT SCALES

Scores are available for attitude, self appraisal, occupational information, goal selection, planning, and problem solving.

COMMENTS

A "Career Maturity Profile" can provide a graphic summary for both individual scores and group means.

CAREER ORIENTATION BATTERY (FORM 58) (COB)

New Educational Directions (1975)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 5-8	N/A	Computer	35-90 minutes

INSTRUMENT FORMAT

The COB is a 145 item multiple choice questionnaire designed to assess students' knowledge of career planning.

MEASUREMENT SCALES

Scales are available to assess attitudes toward self, school, work, decision making, and world of work.

COMMENTS

Form 912 is a 140 item test designed for Grades 9-12.

CAREER SKILLS ASSESSMENT PROGRAM (CSAP)

The College Board (1978)

TARGET POPULATION	READING LEVEL	SCORING	TIME
High School and adult continuing education students	N/A	Hand	45-60 minutes

INSTRUMENT FORMAT

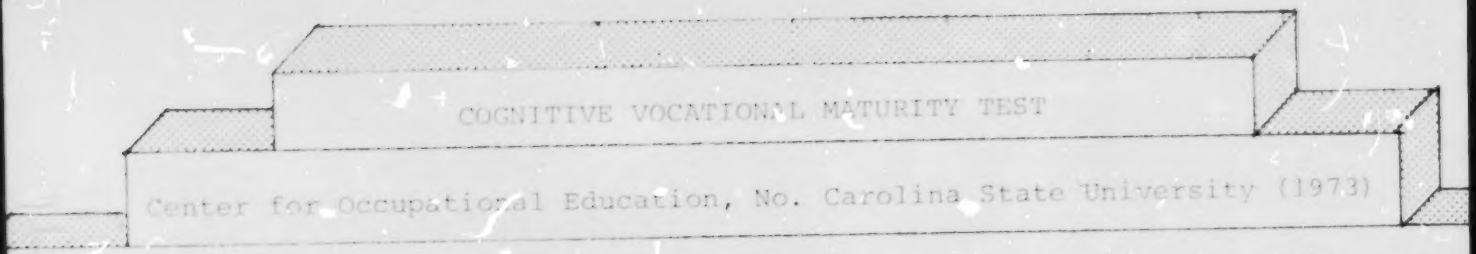
The CSAP determines competencies in six career development skill areas. Each scale consists of 60-70 multiple choice questions.

MEASUREMENT SCALES

Scores are available for self-evaluation and development, career awareness, career decision making, job seeking, work effectiveness, and personal financial management.

COMMENTS

Not standardized on a national population, but is localized.



COGNITIVE VOCATIONAL MATURITY TEST

Center for Occupational Education, No. Carolina State University (1973)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 6-9	N/A	Computer	90 minutes

INSTRUMENT FORMAT

This is a 120 item multiple choice test designed to measure six variables within the cognitive domain of vocational maturity.

MEASUREMENT SCALES

Scores are provided for fields of work, job selection, work conditions, education required, attributes required, and duties.

COMMENTS

EMPLOYMENT READINESS SCALE

Anthony Alfono (1973)

TARGET POPULATION	READING LEVEL	SCORING	TIME
High school students	6th grade	Hand	10-15 minutes

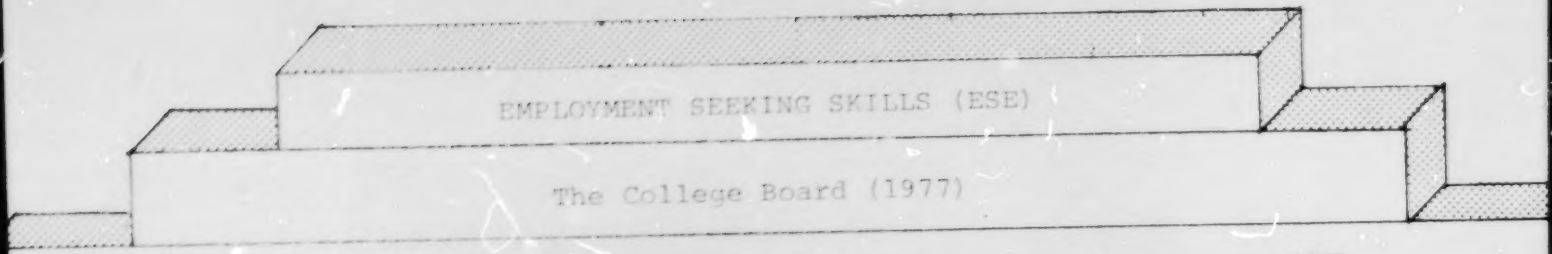
INSTRUMENT FORMAT

The ERS is a 43 item instrument designed to measure a person's readiness for work by assessing work values.

MEASUREMENT SCALES

N/A

COMMENTS



TARGET POPULATION	READING LEVEL	SCORING	TIME
N/A	N/A	Self or machine	40 minutes

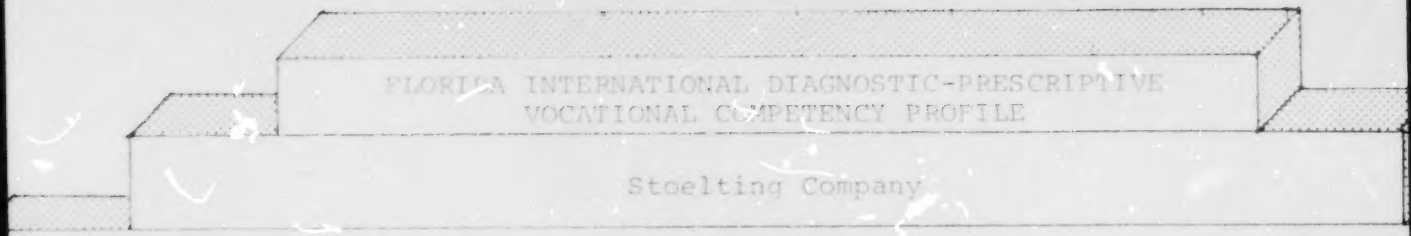
INSTRUMENT FORMAT

The ESE is a 70 item multiple choice instrument designed to assess skill and knowledge in seeking employment.

MEASUREMENT SCALES

Scores are available to assess anticipating job prospects, finding and interpreting facts and information about jobs, identifying letters, resumes, and application forms, describing appropriate work related appearance, and evaluating job "fit".

COMMENTS



TARGET POPULATION	READING LEVEL	SCORING	TIME
Adolescent, adult	N/A	Hand	Varies

INSTRUMENT FORMAT

The Profile is a 70 item paper-pencil test designed to assess an individual's job readiness and employability through use of a five point rating scale representing levels of vocational competency. It is used for selection into training programs in rehabilitation facilities, vocational schools and special education classes.

MEASUREMENT SCALES

Subscales are available in vocational self-help skills, social emotional adjustment, work attitudes - responsibility, cognitive learning ability, perceptual-motor skills, and general work habits.

COMMENTS

FORER VOCATIONAL SURVEY: MEN/WOMEN (FVS)

Western Psychological Services

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adolescent, adult	N/A	Hand	20-30 minutes

INSTRUMENT FORMAT

The FVS is an 80 item paper and pencil multiple choice test. The examinee completes sentences designed to assess reactions to specified situations, causes of feelings, and vocational goals.

MEASUREMENT SCALES

Scores are available to reveal interpersonal behavior attitudes toward work, supervision, authority, people, and work dynamics.

COMMENTS

GOODWIN WORK ORIENTATION QUESTIONNAIRE

The Brookings Institution

TARGET POPULATION	READING LEVEL	SCORING	TIME
N/A	N/A	N/A	N/A

INSTRUMENT FORMAT

The WOQ consists of several sets of questions about work, on a scale of responses ranging from "agree" to "disagree", developed to measure work orientations of WIN trainees.

MEASUREMENT SCALES

This test is designed to assess attitudes, goals, beliefs and intentions.

COMMENTS

JOB ANALYSIS AND INTEREST MEASURE (JAIM)

JAIM Research, Inc. (1977) (1971)

TARGET POPULATION	READING LEVEL	SCORING	TIME
N/A	N/A	Computer	30-40 Minutes

INSTRUMENT FORMAT

The JAIM is an instrument consisting of nine tests designed to measure coping skills and work-relevant attitudes influencing job success/failure and job satisfaction.

MEASUREMENT SCALES

Tests consist of Basic Beliefs (e.g., optimism, confidence); Activity Preference (e.g., job challenge); Personal Values (e.g., dependability); Self Management (e.g., planning); Relationship to Authority (e.g., work with group); Reaction to Aggression (e.g., move away from aggression); Leadership Style (e.g., motivate by rewards).

COMMENTS

JOB AWARENESS INVENTORY (JAI)

Mafex Associates

TARGET POPULATION	READING LEVEL	SCORING	TIME
Ages 15-17	N/A	Hand	Not Available

INSTRUMENT FORMAT

The JAI is a 100 item paper and pencil test in two forms.

MEASUREMENT SCALES

It is designed to measure knowledge of the world of work, occupations, abilities, general information, and interview procedures.

COMMENTS

Used as a prevocational test for slow or nonreaders.

JOB CORPS REVISED WORLD OF WORK PROGRAM

Job Corps

TARGET POPULATION	READING LEVEL	SCORING	TIME
Job Corps Youth	N/A	N/A	N/A

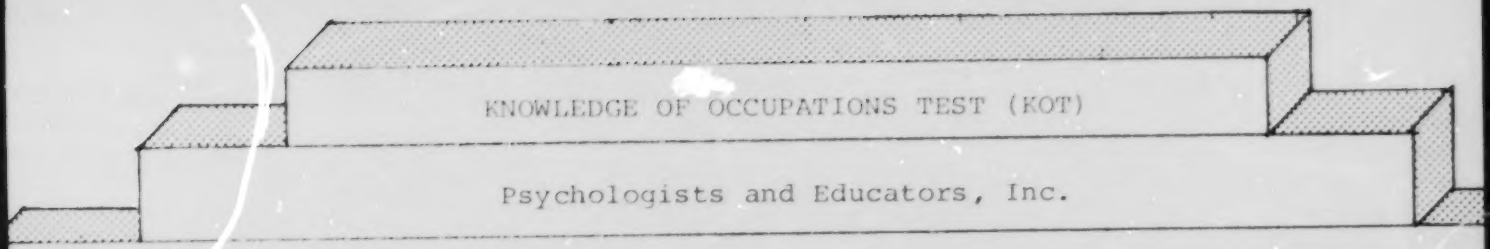
INSTRUMENT FORMAT

A competency-based placement system utilizing a pre-test to test for mastery in career major skill areas.

MEASUREMENT SCALES

Skill areas assessed are job search skills, employability skills, occupational knowledge and consumer economics.

COMMENTS



TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 10-12	N/A	Hand or computer	40 Minutes

INSTRUMENT FORMAT

The KOT is a 96 item multiple choice paper and pencil test measuring occupational knowledge. Item content was derived from the OOH and the Encylcopedia of Career and Vocational Guidance.

MEASUREMENT SCALES

The KOT assesses information regarding job descriptions, training, certification, employment trends, tools, terminology, earnings, and interpreting occupational material.

COMMENTS

NEW MEXICO CAREER EDUCATION TEST SERIES (NMCETS)

Monitor (1975)

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 9-12	N/A	Hand	20 minutes per test

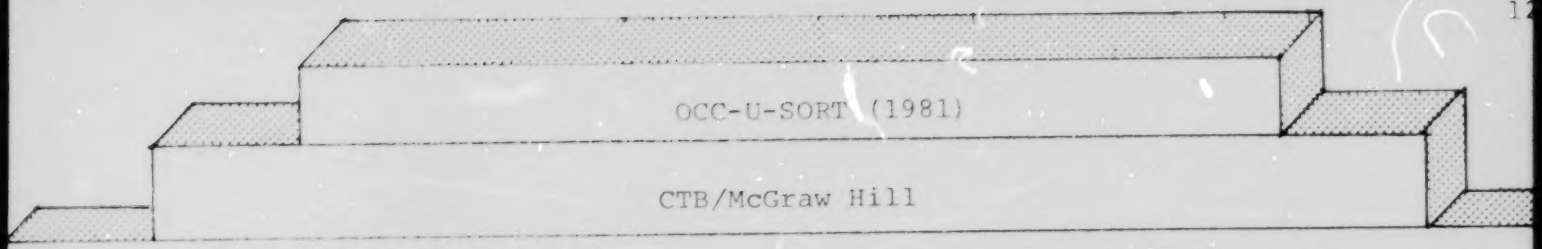
INSTRUMENT FORMAT

The NMCETS is a series of 20-25 item paper and pencil multiple choice test developed to assess specific learning objectives in the area of career education.

MEASUREMENT SCALES

The Series contains the following components: Attitude toward Work, Career Development, Career Oriented Activities, Career Planning, Job Application Procedures, and Knowledge of Occupations.

COMMENTS



TARGET POPULATION	READING LEVEL	SCORING	TIME
Grade 8 to adult	4th grade	Hand	One hour

INSTRUMENT FORMAT

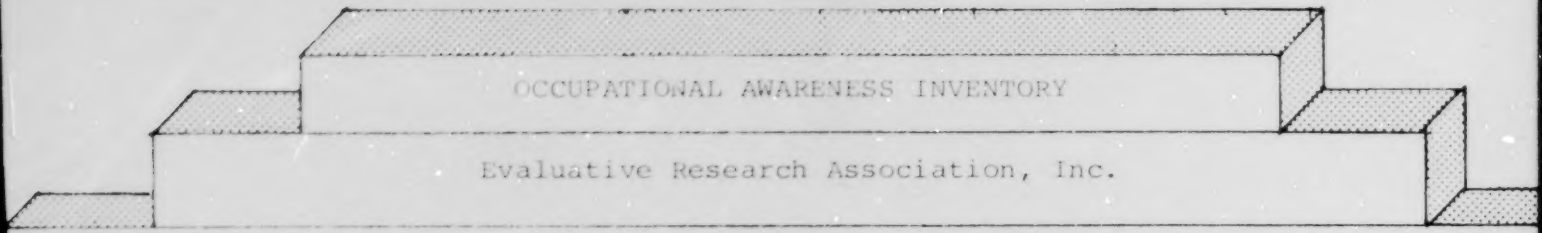
Occ-U-Sort is an instrument consisting of a set of cards describing various occupations which are sorted and ranked to assist the person in articulating career needs and values in a systematic way.

MEASUREMENT SCALES

A three letter code is obtained that is related to the publisher's "Guide to Occupations" for assisting in career decision options and to introduce the person to other career exploratory activities.

COMMENTS

- Useful instrument to augment a career counseling session.
- Cards are based on educational levels identified in the DOT and selected on the basis of Holland's personality types.



TARGET POPULATION	READING LEVEL	SCORING	TIME
Junior High School Students	N/A	N/A	N/A

INSTRUMENT FORMAT

The OAI is a multiple choice item instrument designed to assess awareness of career testing for career information knowledge.

MEASUREMENT SCALES

N/A

COMMENTS

OCCUPATIONS AND CAREER INFORMATION BOXCORE

Chronicle Guidance Publishers, Inc.

TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 7-12	N/A	Hand	55 Minutes

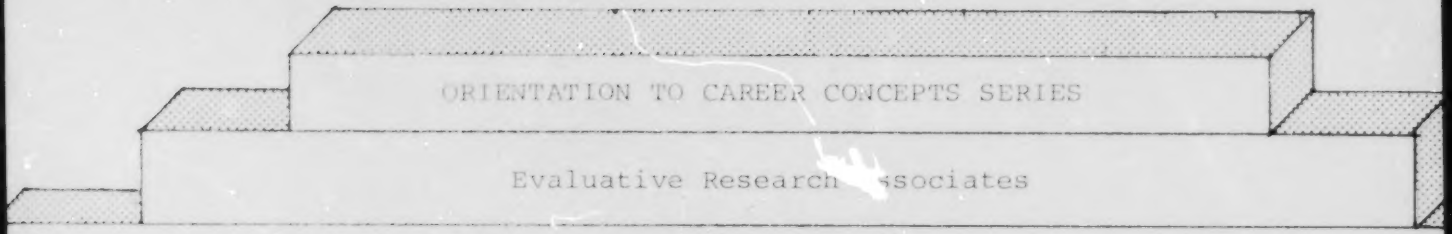
INSTRUMENT FORMAT

BOXSCORE is an instrument designed to assess basic knowledge of occupational information.

MEASUREMENT SCALES

The subscales are designed to measure work performed, entry requirements, certification, rewards, occupational outlook, and world of work orientation.

COMMENTS



TARGET POPULATION	READING LEVEL	SCORING	TIME
Grades 3-12	N/A	Computer	3 Hours

INSTRUMENT FORMAT

This is a 200 item multiple choice test designed to assess job requirements, occupational information, and economic understanding.

MEASUREMENT SCALES

The scales are available for work awareness, worker activities, vocational vocabulary, occupational similarities, occupational tools, working earnings and conditions, occupational training, and occupational decision making.

COMMENTS

PROGRAM FOR ASSESSING YOUTH EMPLOYMENT SKILLS (PAYES)

Educational Testing Services

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adolescent and Young Adults	N/A	Hand	2½ Hours for all Subtests

INSTRUMENT FORMAT

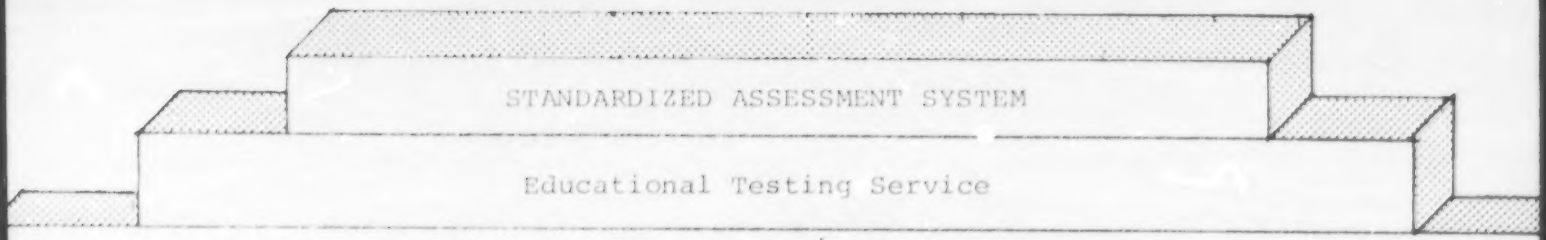
PAYES is a battery of seven tests designed specifically for use with disadvantaged youth to assess employability.

MEASUREMENT SCALES

Scores are available for attitude (job holding skills, attitude toward supervisor, and self confidence), cognitive measures (job knowledge, job seeking skills and practical reasoning), and interests.

COMMENTS

Designed to be "unisex" in content.



TARGET POPULATION	READING LEVEL	SCORING	TIME
N/A	N/A	Hand and observation	N/A

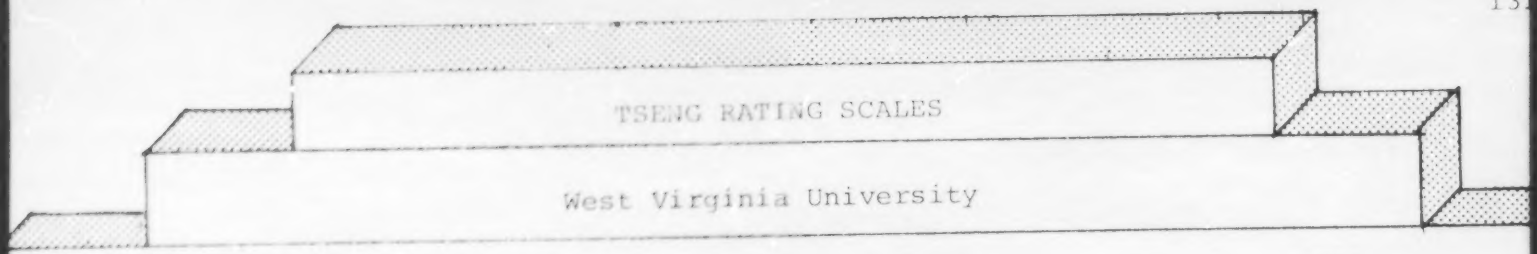
INSTRUMENT FORMAT

The SAS is a pre and post program battery measuring specific work related competencies.

MEASUREMENT SCALES

Scales are available for vocational attitude, job knowledge, job holding skills, work relevant attitudes, job seeking skills, sex stereotyping and self esteem. Rating forms on enrollee behavior to be filled out by counselors and/or site supervisors are included.

COMMENTS



TARGET POPULATION	READING LEVEL	SCORING	TIME
Vocational Rehabilitation Trainee	N/A	N/A	N/A

INSTRUMENT FORMAT

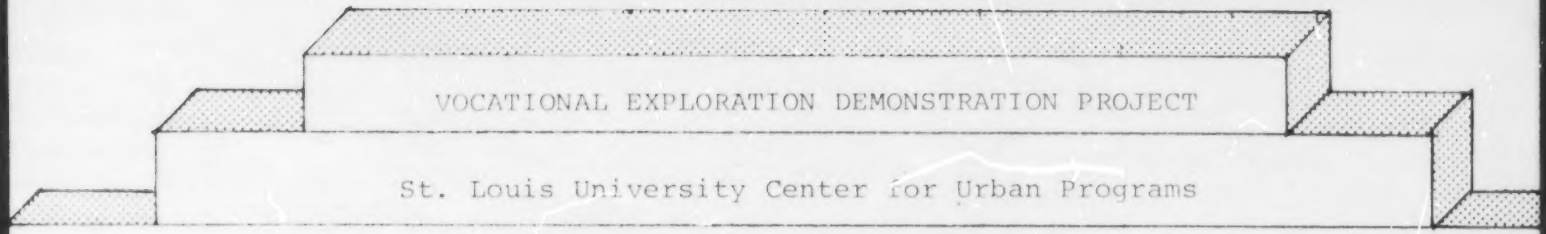
These short scales were developed for measuring employability and training satisfaction of rehabilitation clients.

MEASUREMENT SCALES

The test is designed to assess self perception, locus of control, and need for achievement.

COMMENTS

Limited use with severely disadvantaged youth.



TARGET POPULATION	READING LEVEL	SCORING	TIME
N/A	N/A	N/A	N/A

INSTRUMENT FORMAT

The VEDP Year II Benchmark Assessment System was designed to document youth acquisition of entry level competencies in the pre-employment and work maturity areas.

MEASUREMENT SCALES

The instrument was designed to assess world of work information, career awareness, decision making skills and work related behavior and attitudes.

COMMENTS

VOCATIONAL OPINION INDEX (VOI)

Associates for Research in Behavior, Inc.

TARGET POPULATION	READING LEVEL	SCORING	TIME
Adults	N/A	Hand or Computer	20 minutes

INSTRUMENT FORMAT

The VOI is a 42 item paper and pencil test measuring the person's responses to projected workplace situations.

MEASUREMENT SCALES

The test is designed to assess attractiveness to work, perceived losses associated with work and possible barriers to employment.

COMMENTS

WORK RELEVANT ATTITUDES INVENTORY (WRAT)

George Washington University

TARGET POPULATION	READING LEVEL	SCORING	TIME
N/A	N/A	N/A	N/A

INSTRUMENT FORMAT

The WRAT consists of 20 items designed to help diagnose the vocational needs of new program participants.

MEASUREMENT SCALES

Scales are available for optimism, self confidence and unsocialized attitudes.

COMMENTS

Publishers

Alfano, Anthony M.
6263 Twilight Avenue
Kalamazoo, MI 49004
Employment Readiness Scale

American Assessment Corporation
PO Box 1125
Gardendale, Alabama 35071
CASE - Career Assessment Survey Exploration

American College Testing Program
Educational Services Division
PO Box 168
Iowa City, IA 52243
Career Planning Program
VIESA

American Guidance Service
Publisher's Building
Circle Pines, Minnesota 55014
Harrington-O'Shea Career Decision Making System

Associates for Research in Behavior, Inc.
The Science Center
34th and Market Street
Philadelphia, PA 19104
VOI - Vocational Opinion Index

Associated Services for the Blind
919 Walnut Street
Philadelphia, PA 19107
PRG Interest Inventory

The Ball Foundation
800 Roosevelt Road
Glen Ellyn, IL 63017
Ball Aptitude Battery

The Barber Center Press
136 East Avenue
Erie, PA 16507
SEWEP - Sheltered Employment Work Experience Program

The Brookings Institution
Washington, D.C. 20036
WOQ - Goodwin Work Orientation Questionnaire

Camelot Behavioral Systems
PO Box 3447
Lawrence, Kansas 66044
Camelot Behavioral Checklist

Career Decision Consultants of Seattle
Vocational Interest Inventory

Career Education Readiness Measurement and Research
Southern Illinois University
Box 123
Edwardsville, IL 62025
Career Education Readiness Test

Center for Occupational Education
No. Carolina State University
PO Box 5096
Raleigh, NC 27607
Cognitive Vocational Maturity Test

CFKR Career Materials
PO Box 4
Belmont, CA 94002
Judgement of Occupational Behavior Orientation
Armed Services Civilian Interest Survey
Career Exploration Series
Explore the World of Work
High School Career Course Planner

Chronicle Guidance Publications, Inc.
Moravia, NY 13118
BOXSCORE

The College Board
888 Seventh Avenue
New York, NY 10019
CAS - Career Awareness Skills
CDMS - Career Decision Making Skills
CSAP - Career Skills Assessment Program
ESE - Employment Seeking Skills

Connecticut State Board of Education
POB 2219
Hartford, Connecticut 06115
Career Guidance Assessment

Consulting Psychologists Press, Inc.
577 College Avenue
Palo Alto, CA 94002
CDI - Career Development Inventory
VPI - Vocational Preference Inventory

CTB/McGraw-Hill
Del Monte Research Park
Monterey, CA 93940
CMI - Career Maturity Inventory
Planning Career Goals
SPIB - Social Prevocational Information Battery

Department of Defense
Washington, D.C.
SVAB - Armed Services Vocational Aptitude Battery

Diversified Counseling Service
10581 Ridgeway Drive
Santa Ana, CA 92705
PIC - Pictorial Inventory of Careers

Edits
PO Box 7234
San Diego, CA 92107
COPS - California Occupational Preference System
CAPS - Career Ability Placement Survey

Educational Achievement Corp. PIES
PO Box 7310
Waco, Texas 76710
PIES - Picture Interest and Exploration Survey

Educational Guidance, Inc.
PO Box 511
Main Post Office
Dearborn, MI 48121
CGI - Career Guidance Inventory
EII - Educational Interest Inventory

Educational Testing Services
Cambridge Book Company
888 7th Avenue
New York, NY 10019
PAYES - Program for Assessing Youth Employment Skills
SAS - Standardized Assessment System

Elbern Publications
PO Box 09497
Columbus, Ohio 43209
Reading Free Vocational Interest Inventory

Evaluation Research Associates
8444 Florissant
St. Louis, Missouri 63121
Occupational Awareness Inventory
Orientation to Career Concepts

Exceptional Education
PO Box 15308
Seattle, Washington 98115
PACG - Prevocational Assessment and Curriculum Guide

George Washington University
Washington, D.C. 20036
WRAI - Work Relevant Attitudes Inventory

Harcourt, Brace, Jovanovich, Inc.
757 Third Street
New York, NY 10017
OVIS - Ohio Vocational Interest Survey

Houghton Mifflin
777 California Avenue
Palo Alto, CA 94304
ACD - Assessment of Career Development

Human Services Data Center
2 North Riverside Plaza, Rm 1102
Chicago, IL 60606
PASS - Phoenix Ability Survey System

ICD Rehabilitation and Research Center
3040 E. 24th Street
New York, NY 10010
Micro Tower

Ideal Development Labs
7528 W. Appleton Avenue
Milwaukee, Wisconsin 53216
Trainee Performance Sample (TPS)

Interpretive Scoring Systems
4401 W. 76th Street
Minneapolis, Minnesota 55435
SCVII - Strong Campbell Vocational Interest Inventory

Intran Corporation
4555 West 77th Street
Minneapolis, Minnesota 55435
Interest Inventory - USES
AIM - Occupational Aptitude Interest Measurement

Jastak, Inc.
1526 Gilpin Avenue
Wilmington, Delaware 19806
WREST - Wide Range Employment Sample Test
WRIOT - Wide Range Interest Opinion Test

Job Corps
Job Corps Revised World of Work Program

Lafayette Instrument Company, Inc.
PO Box 5729
Lafayette, Indiana 47903
MVE - Mobile Vocational Evaluation
PASS - Phoenix Ability Survey System

Mafex Associates
Job Awareness Inventory

Marathon Consulting and Press
PO Box 09189
575 Enfield Road
Columbus, Ohio 43209-0189
Career Decision Scale

McCarron-Dial
PO Box 45628
Dallas, Texas 75245
McCarron-Dial System

McKnight
Bloomington, Illinois 61701
Work Activities, Work Situations and Aptitude Checklist

Mental Retardation Training Program
Ohio State University
9 West Buttles Avenue
Columbus, Ohio 43215
VISA - Vocational Interest and Sophistication Assessment

Minnesota Research Coordinating Unit for Vocational Education
145 Peik Hall
University of Minnesota
Minneapolis, Minnesota 55455
Career Education Affective Questionnaire
Career Education Cognitive Questionnaire

Monitor
PO Box 2337
Hollywood, CA 90028
New Mexico Career Education Test Services

National Assessment of Educational Progress
1860 Lincoln Street
Suite 300
Denver, Colorado 80295
Career and Occupational Development Exercises

National Institute for Work and Learning
1302 18th Street NW
Suite 501
Washington, D.C. 20036
Career Passport Program

NCS Interpretive Scoring Systems
PO Box 1416
Minneapolis, Minnesota 55440
CAI - Career Assessment Inventory
WWI - World of Work Inventory
IDEAS - Interest Determination, Exploration, and Assessment Systems

New Educational Directions, Inc.
Box 307
Crawfordsville, Indiana 47933
COB - Career Orientation Battery

Psychologists and Educators, Inc.
Jacksonville, Illinois 62650
How Well Do you Know Your Interests
KOT - Knowledge of Occupations Test

PESCO
Progressive Evaluation Systems Corporation
21 Paulding Street
Pleasantville, NY 10570
System for Assessment and Group Evaluation SAGE

PREP
1575 Parkway Avenue
Trenton, NJ 08628
COATS - Comprehensive Occupational Assessment and Training System

PRO-ED
333 Perry Brooks Building
Austin, Texas 78701
Aptitude Test for Occupations

Psychological Corporation
757 Third Avenue
New York, NY 10017
Bennett Test of Mechanical Comprehension
DAT - Career Planning Program
DAT - Differential Aptitude Test
Minnesota Paper Form Test (Revised)
MVII - Minnesota Vocational Interest Inventory
Stromberg Dexterity Test
SCVII - Strong Campbell Vocational Interest Inventory

Psychologists and Educators, Inc.
Jacksonville, Illinois 62650
How Well Do You Know Your Interests?
KOT - Knowledge of Occupation Test

Psychological Service Center of Philadelphia
1422 Chestnut Street
Philadelphia, PA 19102
Hackman-Gaither Vocational Interest

Psychological Services, Inc.
3450 Wilshire Blvd. Suite 1200
Los Angeles, CA 90010
Employee Aptitude Survey - EAS

Psychometric Affiliates
Box 3167
Munster, Indiana
Curtis Interest Scale

Research Psychologist Press, Inc.
PO Box 984
Port Huron, Michigan 48060
JVIS - Jackson Vocational Interest Survey

S.A.V.E. Enterprises
PO Box 5871
Rome, Georgia 30161
S.A.V.E. - Systematic Approach to Vocational Evaluation

Sheridan Psychological Service
PO Box 6101
Orange, CA 92667
Guilford Zimmerman Aptitude Survey

St. Louis University - Center for Urban Program
221 North Grand Blvd.
St. Louis, Missouri 63103
Vocational Exploration Demonstration Project

Scholastic Testing Service, Inc.
PO Box 1423
San Jose, CA 95109
SAAS - Self Appraisal and Assessment Structure

Scholastic Testing Service, Inc.
480 Meyer Road
Bensenville, IL 60106
ICE - Individual Career Exploration
CAI - Career Awareness Inventory

Science Research Associates, Inc.
155 North Wacker Drive
Chicago, IL 60606
Kuder General Interest Survey
Kuder Occupational Interest Survey
Kuder Preference Record
Purdue Pegboard

Singer/Career System
1333 Lawrence Expressway
Bldg. 100, Suite 109
Santa Clara, CA 95051
Singer Work Samples

Stanley R. Ostrom
PO Box 1423
San Jose, CA 95109
SAAS - Self Appraisal and Assessment Structure

Stoelting Company
1350 S. Hostner
Chicago, IL 60623
CAB - Career Adaptive Behavior Inventory
Dole Vocational Sentence Completion Blank
Florida International Diagnostic Prescriptive Vocational Competency Profile

Talent Assessment, Inc.
PO Box 5087
Jacksonville, Florida 32207
TAP - Talent Assessment Program

Texas Education Agency
201 East 11th Street
Austin, Texas 78701
Career Information

University of Texas at Austin
Continuing Education
Education Annex S-21
Austin, Texas 78712
JILL

US Department of Labor
Bureau of Labor Statistics
Washington, D.C. 20212
GATB - General Aptitude Test Battery
NATB - Non-Verbal Aptitude Test Battery
USES Interest Inventory

Valpar Corporation
3801 East 34th Street
Suite 105
Tucson, Arizona 85713
Valpar Systems

Vocational Research Institute, Inc.
Jewish Employment and Vocational Service
1700 Sansom Street
Philadelphia, PA 19103
Apticom
JEVS - Jewish Employment & Vocational Service
VIEWS - Vocational Information & Evaluation Work Samples

Western Psychological Services
Box 775
Beverly Hills, CA
Forer Vocational Survey
Geist Picture Interest Inventory
MAII - Milwaukee Academic Interest Inventory
Minnesota Rate of Manipulation Tests

Bibliography

Association for Measurement and Evaluation in Guidance, Committee to Screen Career Guidance Instruments Reports. Washington, D.C.: AMEG, 1983.

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Buros, Oscar K., ed., Mental Measurements Yearbook, Vol. VII. Highland Park, NJ: Gryphon Press, 1972.

Buros, Oscar K., ed., Mental Measurements Yearbook, Vol. VI. Highland Park, NJ: Gryphon Press, 1965.

Center for Employment and Income Studies, An Introduction to Competency-Based Employment and Training Programming for Youth Under the Job Training Partnership Act. Waltham, MA: Brandeis University, The Florence Heller Graduate School.

Grisafe, John P., Vocational Assessment Handbook. Riverside Co., CA: Office of Riverside County Superintendent of Schools, 1983.

MAGI Educational Services, Inc., An Administrator's Evaluation Guide for Attaining Validation in Career Education. Prepared under Bureau of Guidance and sponsored by the State Education Department, University of the State of New York. Harrison, NY: MAGI Educational Services, Inc., 1980.

McCaslin, N.L., et al., Career Education Measures: A Compendium of Evaluation Instruments. Columbus, Ohio: Ohio State University, The National Center for Research in Vocational Education, 1979.

Mitchell, Jr., James V., Tests in Print III: An Index to Tests, Test Reviews, and the Literature on Specific Tests. Lincoln, Nebraska, University of Nebraska-Lincoln, Buros Institute of Mental Measurements, 1983.

New York State Division for Youth, Competency-Based Instruction: A Guide in Developing Youth Employment Competencies. Albany, NY: New York State Division for Youth, 1984.

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YOUTH EMPLOYMENT SERVICES

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MISSION

TO ENSURE A COMPREHENSIVE ARRAY OF QUALITY EMPLOYMENT SERVICES, which furthers the youth development, delinquency prevention and rehabilitation efforts of the Agency. Toward this end, Youth Employment Services shall:

- identify statewide youth employment priorities and needs ;
- plan youth employment systems and designs;
- recommend youth employment policies, procedures, legislation and accountability mechanisms; and
- provide technical assistance in employment-related areas.

The scope of these efforts is Agency-wide and includes Division For Youth facilities and Aftercare, locally operated (Agency-funded) programs and appropriate public and private institutions.

preventing delinquency through positive youth development